All staff members have a responsibility to familiarize themselves with and abide by the laws of the State as these affect their work, the policies of the School Committee, and the regulations designed to implement them.

In the area of personal conduct, The Committee expects that teachers and others will conduct themselves according to the highest ethical standards of the profession. Please reference the “Model Code of Ethics for Educators” by the National Association of State Directors of Teacher Education and Certification located at http://www.nasdtec.net. There will be annual training for all staff concerning “The Model Code of Ethics for Educators.”

Essential to the success of ongoing school operations and the instructional program are the following specific responsibilities, which will be required of all personnel:

1. The education, safety, and welfare of the students shall be the staff’s primary concern.
2. Reliable and prompt attendance at work.
3. Support and enforcement of policies of the Committee and their implementing regulations and school rules in regard to students.
4. Diligence in submitting required reports promptly at the times specified.
5. Care and protection of school property.
6. Concern for and attention to their own and the school system's legal responsibility for the safety and welfare of students, including the need to ensure that students are under supervision at all times.

Smoking or the use of tobacco within school buildings, the school facilities or on school property or buses by any individual, including school personnel, is prohibited. For the purposes of this and all other related policies, the use of tobacco and tobacco products is understood to include vaping/E-cigarettes.

The administration will investigate in a timely manner any allegations of ethical misconduct by staff, protecting both the rights of the staff member to a fair hearing and the safety of the students, and according to Policy GCQF.

LEGAL REFS.: M.G.L. 71:37H; 264:11; 264:14
First Reading: September 10, 2008
Second Reading and Adoption: October 15, 2008
Amendments proposed at Policy Subcommittee 4/25/16 and 5/16/16
First Reading: May 11, 2016, second read and adoption:
Second Reading and adoption: December 14, 2016

CROSS REF: GCQF Suspension and Dismissal of Professional Staff Members

Mohawk Trail Regional School District Committee