

OYSTER RIVER COOPERATIVE SCHOOL BOARD	Policy Code: GBEA
Date of Adoption: September 1971 Consolidate 2/Code and Title Change-Adopted School Board: May 2, 2012 Previously: GBC	Page 1 of 4

*STAFF ETHICS/EMPLOYEE CONFLICT OF INTEREST*

The Board of Education expects each teacher to conduct him/herself at all times that minimal criticism can be made of him/herself and his/her profession.

Relations to Pupils and Parents

Each teacher should:

1. Regard confidential information concerning pupils as such.
2. Deal justly and impartially with all pupils.
3. Encourage high moral and intellectual standards.
4. Consider the limitations of each pupil and not degrade his/her efforts.
5. Establish friendly cooperation between home and school.

Relations to Colleagues

Each teacher should:

1. Respect the subject matter and work of colleagues.
2. Avoid malicious criticism of fellow workers.
3. Avoid unfavorable criticism unless directed to the proper authority in the best interests of the school.
4. Willingly accept his/her full share of responsibility in the execution of the entire school program.
5. Assist in the development of the execution of new elements in the program.
6. Continue his/her growth in professional development.

Relations to School and Community

Each teacher should:

1. Endeavor to understand problems peculiar to the community in which you teach.
2. Assume pride in achievements of the school.
3. Retain his/her rights to personal, social, political, or religious beliefs in serving the community.

In addition to the board's endorsement of the NEA Code of Ethics is the following:

Code of Ethics of the Education Profession

Adopted by the NEA Representative Assembly, July 1968

The educator believes in the worth and dignity of man. S/he recognizes the supreme importance of the pursuit of truth, devotion to excellence, and the nurture of democratic citizenship. S/he regards as essential to these goals the protection of freedom to learn and to teach and the guarantee of equal educational opportunity for all. The educator accepts his/her responsibility to practice his/her profession according to the highest ethical standards.

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*STAFF ETHICS/EMPLOYEE CONFLICT OF INTEREST (continued)*

The educator recognizes the magnitude of the responsibility s/he has accepted in choosing a career in education and engages him/herself, individually and collectively, with other educators to judge his/her colleagues and to be judged by them, in accordance with the visions of this code.

Preamble

Principle I -- Commitment to the Student

The educator measures his/her success by the progress of each student toward realization of his/her potential as a worthy and effective citizen. The educator, therefore, works to stimulate the spirit of inquiry, the acquisition of knowledge and understanding, and the thoughtful formulation of worthy goals.

In fulfilling his/her obligations to the student, the educator --

1. Shall not without just cause restrain the student from independent action in his/her pursuit of learning and shall not without just cause deny the student access to varying points of view.
2. Shall not deliberately suppress or distort subject matter for which s/he bears responsibility.
3. Shall make reasonable effort to protect the student from conditions harmful to learning or to health and safety.
4. Shall conduct professional business in such a way that s/he does not expose the student to unnecessary embarrassment or disparagement.
5. Shall not on the ground of race, color, creed, or national origin exclude any student from participation in or deny him/her benefits under any program nor grant any discriminatory consideration or advantage.
6. Shall not use professional relationships with students for private advantage.
7. Shall keep in confidence information that has been obtained in the course of professional service, unless disclosure serves professional purposes or is required by law.
8. Shall not tutor for remuneration students assigned to his/her classes unless no other qualified teacher is reasonably available.

Principle II -- Commitment to the Public

The educator believes that patriotism in its highest form requires dedication to the principles of our democratic heritage. S/he shares with all other citizens the responsibility for the development of sound public policy and assumes full political and citizenship responsibilities. The educator bears particular responsibility for the development of policy relating to the extension of educational opportunities for aid and interpreting educational pro-grams and policies to the public.

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*STAFF ETHICS/EMPLOYEE CONFLICT OF INTEREST: (continued)*

In fulfilling his/her obligation to the public, the educator --

1. Shall not misrepresent an institution or organization with which s/he is affiliated and shall take adequate precautions to distinguish between his/her personal and institutional or organizational views.
2. Shall not knowingly distort or misrepresent the facts concerning educational matters in direct and indirect public expressions.
3. Shall not interfere with a colleague's exercise or political and citizenship rights and responsibilities.
4. Shall not use institutional privileges for private gain or to promote political candidates or partisan political activities.
5. Shall accept no gratuities, gifts, or favors that might impair or appear to impair professional judgment nor offer any favor, service, or thing of value to obtain special advantage.

Principle III -- Commitment of the Profession

The educator believes that quality of services of the education profession directly influences the nation and its citizens. S/he, therefore, exerts every effort to raise professional standards to improve his/her service, to promote a climate in which the exercise of professional judgment is encouraged and to achieve conditions which attract persons worthy of the trust to careers in education. Aware of the value of united efforts, s/he contributes actively to the support, planning, and programs of professional organizations.

In fulfilling his/her obligations to the profession, the educator --

1. Shall not discriminate on the ground of race, color, creed, or national origin for membership in professional organizations nor interfere with the free participation of colleagues in the affairs of their association.
2. Shall accord just and equitable treatment to all members of the profession in the exercise of their professional rights and responsibilities.
3. Shall not use coercive means or promise special treatment in order to influence professional decisions of colleagues.
4. Shall withhold and safeguard information acquired about colleagues in the course of employment, unless disclosure serves professional purposes.
5. Shall not refuse to participate in a professional inquiry when requested by an appropriate professional association.
6. Shall provide, upon the request of the aggrieved party, a written statement of specific reason for recommendations that lead to the denial of increments, significant changes in employment, or termination of employment.
7. Shall not misrepresent his/her professional qualifications.
8. Shall not knowingly distort evaluations of colleagues.

Principle IV -- Commitment to Professional Employment Practices

The educator regards the employment agreement as a pledge to be executed both in spirit and in fact in a manner consistent with the highest ideals of professional service. S/he believes that sound professional personnel relationships with governing boards are built upon personal integrity, dignity, and mutual respect. The educator discourages the practice of his/her profession by unqualified persons.

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*STAFF ETHICS/EMPLOYEE CONFLICT OF INTEREST: (continued)*

In fulfilling his/her obligation to professional employment practices, the educator --

1. Shall apply for, accept, offer, or assign a position or responsibility on the basis of professional preparation and legal qualifications.
2. Shall apply for a specific position only when it is known to be vacant and shall refrain from underbidding or commenting adversely about other candidates.
3. Shall not knowingly withhold information regarding a position from an applicant or misrepresent an assignment or conditions of employment.
4. Shall give prompt notice to the employing agency of any change in availability of service and the employing agent shall give prompt notice of change in availability or nature of a position.
5. Shall not accept a position when so requested by the appropriate professional organization.
6. Shall adhere to the terms of a contract or appointment, unless these terms have been legally terminated, falsely represented, or substantially altered by unilateral action of the employing agency.
7. Shall conduct professional business through channels, when available, that have been jointly approved by the professional organization and the employing agency.
8. Shall not delegate assigned tasks to unqualified personnel.
9. Shall permit no commercial exploitation of his/her professional position.
10. Shall use time granted for the purpose for which it is intended.

**EMPLOYEE CONFLICT OF INTEREST**

Employees of the board will not engage in, or have a financial interest in, any activity that raises a reasonable question of conflict of interest with their duties and responsibilities as members of the school staff. This includes but is not limited to:

1. Employees will not participate for financial remuneration in outside activities wherein their position on the staff is used to sell goods or services to pupils or their parents.
2. Employees who have patented or copyrighted any device, publication, or other item will not receive royalties for use of such item in the district schools.
3. School employees will not solicit or sell for personal gain any educational materials or equipment in the attendance areas served by the school to which they are assigned. Nor will any employees made available lists of names of students or parents to anyone for sale purposes.
4. The district will not purchase supplies or materials from a staff member of the school district, nor from a member of the household of the staff member.
5. To avoid nepotism in the supervision of personnel, the board directs that no employee be assigned in any position where the employee would be directly responsible to a relative.