



## **Chico Unified School District**

1163 East Seventh Street, Chico, CA 95928-5999  
(530) 891-3000

**Board Policy:**

**#4119.21**

**4219.21**

**4319.21**

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**Personnel**

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### **All Personnel**

#### **PROFESSIONAL STANDARDS**

The Governing Board desires to provide a safe and positive school environment that promotes the learning, engagement, safety, and well-being of district students. The Board expects district employees to maintain the highest ethical standards, behave professionally, follow district policies and regulations, abide by state and federal laws, and exercise good judgment when interacting with students and other members of the school community. Employees shall engage in conduct that enhances the integrity of the district; advances the goals of the district's educational programs; encourages student learning, engagement, and success; and contributes to a safe positive school climate.

The Board encourages district employees to accept as guiding principles the professional standards and codes of ethics adopted by educational or professional associations to which they may belong.

Each employee is expected to acquire the knowledge and skills necessary to fulfill the employee's professional responsibilities and to contribute to the learning and achievement of district students.

#### **Inappropriate Conduct**

The Board prohibits inappropriate conduct between employees, adult volunteers, and district contractors and among and between adults employed, volunteering, or under contract with the district. (Education Code 32100)

Inappropriate employee conduct includes, but is not limited to:

1. Engaging in any conduct that endangers or threatens to endanger students, staff, or others, including, but not limited to, physical violence, threats of violence, or possession of a firearm or other weapon.
2. Engaging in harassing or discriminatory behavior towards students, parents/guardians, staff, or community members, or failing or refusing to intervene when an act of discrimination, harassment, intimidation, or bullying against a student is observed.
3. Physically abusing, sexually abusing, neglecting, or otherwise willfully harming or injuring a child.
4. Engaging in inappropriate socialization or fraternization with a student or soliciting, encouraging, or maintaining an inappropriate written, verbal, or physical relationship with a student.
5. Possessing or viewing any pornography on school grounds, or possessing or viewing child pornography or other imagery portraying children in a sexualized manner at any time.
6. Using profane, obscene, or abusive language against students, parents/guardians, staff, or community members.
7. Willfully disrupting district or school operations by loud or unreasonable noise or other action.
8. Using tobacco, alcohol, or an illegal or unauthorized substance, or possessing or distributing any controlled substance, while in the workplace, on district property, or at a school-sponsored activity.
9. Being dishonest with students, parents/guardians, staff, or members of the public, including, but not limited to, falsifying information in employment records or other school records.

10. Divulging confidential information about students, district employees, or district operations to persons or  
Policy Adopted: 02/27/08; 07/17/13; 6/27/18; 06/17/26



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entities not authorized to receive the information.

11. Using district equipment or other district resources for the employee's own commercial purposes or for political activities.
12. Using district equipment or communications devices for personal purposes while on duty, except in an emergency, during scheduled work breaks, or for personal necessity.

Employees shall be notified that computer files and all electronic communications, including, but not limited to, email and voice mail, are not private. To ensure proper use, the Superintendent or designee may monitor employee usage of district technological resources at any time without the employee's consent.

13. Causing damage to or engaging in theft of property belonging to students, staff, or the district.
14. Wearing inappropriate attire.
15. Other conduct prohibited in Board Policy 4119.24/4219.24/4319.24 - Maintaining Appropriate Adult-Student Interactions.

### **Reports of Misconduct**

An employee who observes or has evidence of another employee's inappropriate conduct shall immediately report such conduct to the principal or Superintendent or designee. An employee who has knowledge of or suspects child abuse or neglect shall file a report pursuant to the district's child abuse reporting procedures as detailed in AR 5141.4 - Child Abuse Prevention and Reporting.

Any reports of employee misconduct shall be promptly investigated by the Superintendent or designee. Any employee who is found to have engaged in inappropriate conduct in violation of law or Board policy shall be subject to disciplinary action and, in the case of a certificated employee, may be subject to a report to the Commission on Teacher Credentialing. The Superintendent or designee shall notify local law enforcement as appropriate.

An employee who has knowledge of but fails to report inappropriate employee conduct may also be subject to discipline.

The district prohibits retaliation against anyone who files a complaint against an employee or reports an employee's inappropriate conduct. Any employee who retaliates against any such complainant, reporter, or other participant in the district's complaint process shall be subject to discipline.

### **Notifications**

The section(s) of the district's employee code of conduct addressing interactions with students shall be provided to parents/guardians at the beginning of each school year and shall be posted on school and/or district web sites. (Education Code 44050)

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**Policy Reference Disclaimer:** *These references are not intended to be part of the policy itself, nor do they indicate the basis or authority for the board to enact this policy. Instead, they are provided as additional resources for those interested in the subject matter of the policy.*

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<b>State</b>	<b>Description</b>
5 CCR 80300	<i>Committee of credentials; definitions</i>
5 CCR 80303	<i><u>Reports of change in employment status; alleged misconduct</u></i>
5 CCR 80331-80338	<i><u>Rules of conduct for professional educators</u></i>
Bus. Code 25608	<i><u>Alcohol on school property; use in connection with instruction</u></i>
Ed. Code 200-262.4	<i><u>Prohibition of discrimination</u></i>
Ed. Code 32100	<i>Professional boundaries between adults and students and the safety of learning environments</i>
Ed. Code 44010	<i><u>Sex offense; definition</u></i>
Ed. Code 44011	<i><u>Controlled substance offense; definition</u></i>
Ed. Code 44050	<i><u>Employee code of conduct; interaction with students</u></i>
Ed. Code 44420-44440	<i><u>Revocation and suspension of credentials</u></i>
Ed. Code 44811	<i><u>Disruption of classwork or extracurricular activities</u></i>
Ed. Code 44932	<i><u>Grounds for dismissal of permanent employees</u></i>
Ed. Code 44939.5	<i>Certificated applicant screening</i>
Ed. Code 48980	<i><u>Parent/Guardian notifications</u></i>
Ed. Code 49060-49070	<i>Student records</i>
H&S Code 104559	<i><u>Tobacco use prohibition</u></i>
Pen. Code 11164-11174.4	<i><u>Child Abuse and Neglect Reporting Act</u></i>
Pen. Code 270-273.76	<i>Abandonment and neglect of children</i>
Pen. Code 311-312.7	<i>Obscene matter</i>
<b>Federal</b>	<b>Description</b>
20 USC 1232g	<i><u>Family Educational Rights and Privacy Act (FERPA) of 1974</u></i>
34 CFR 99.1-99.8	<i><u>Family Educational Rights and Privacy Act</u></i>
<b>Management Resources</b>	<b>Description</b>
CA School Employees Association Publication	<i><u>Code of Ethics, 1954</u></i>
Commission on Teacher Credentialing Publication	<i><u>California Professional Standards for Education Leaders, 2014</u></i>
Commission on Teacher Credentialing Publication	<i><u>California Professional Standards for Educational Leaders, February 2014</u></i>
Commission on Teacher Credentialing Publication	<i><u>California Standards for the Teaching Profession (CSTP), April 2024</u></i>
Nat'l Policy Board for Educational Administration	<i><u>Professional Standards for Educational Leaders, 2015</u></i>



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<b>Management Resources</b>	<b>Description</b>
National Education Association Publication	<u>Code of Ethics for Educators, 2020</u>
Website	<u>National Education Association</u>
Website	<u>CSBA District and County Office of Education Legal Services</u>
Website	<u>Council of Chief State School Officers</u>
Website	<u>California Federation of Teachers</u>
Website	<u>California School Employees Association</u>
Website	<u>California Teachers Association</u>
Website	<u>Commission on Teacher Credentialing</u>
Website	<u>Association of California School Administrators</u>
Website	<u>WestEd</u>
Website	<u>California Department of Education</u>
Website	<u>CSBA</u>
WestEd Publication	<u>Moving Leadership Standards into Everyday Work: Descriptions of Practice, 2015</u>

Cross References

<b>Code</b>	<b>Description</b>
0200	Goals For The School District
0410	Nondiscrimination In District Programs And Activities
0420.4	Charter School Authorization
0420.41	Charter School Oversight
0450	Comprehensive Safety Plan
1113	District And School Websites
1114	District-Sponsored Social Media
1240	Volunteer Assistance
1312.1	Complaints Concerning District Employees
1313	Civility
2111	Superintendent Governance Standards
3513.3	Tobacco-Free Schools
3513.4	Drug And Alcohol Free Schools
3515.2	Disruptions
3515.7	Firearms On School Grounds
3580	District Records
4020	Drug And Alcohol-Free Workplace



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<b>Code</b>	<b>Description</b>
4040	<i>Employee Use Of Technology</i>
4111	<i>Recruitment And Selection</i>
4112	<i>Appointment And Conditions Of Employment</i>
4112.2	<i>Certification</i>
4112.41	<i>Employee Drug Testing</i>
4112.42	<i>Drug And Alcohol Testing For School Bus Drivers</i>
4112.5	<i>Criminal Record Check</i>
4112.6	<i>Personnel Files</i>
4113.5	<i>Working Remotely</i>
4115	<i>Evaluation/Supervision</i>
4116	<i>Probationary/Permanent Status</i>
4117.7	<i>Employment Status Reports</i>
4118	<i>Dismissal/Suspension/Disciplinary Action</i>
4119.1	<i>Civil And Legal Rights</i>
4119.11	<i>Sexual Harassment</i>
4119.22	<i>Dress And Grooming</i>
4119.23	<i>Unauthorized Release Of Confidential/Privileged Information</i>
4119.24	<i>Maintaining Appropriate Adult-Student Interactions</i>
4119.25	<i>Political Activities Of Employees</i>
4121	<i>Temporary/Substitute Personnel</i>
4131	<i>Staff Development</i>
4132	<i>Publication Or Creation Of Materials</i>
4136	<i>Nonschool Employment</i>
4158	<i>Employee Security</i>
4211	<i>Recruitment And Selection</i>
4212	<i>Appointment And Conditions Of Employment</i>
4212.41	<i>Employee Drug Testing</i>
4212.42	<i>Drug And Alcohol Testing For School Bus Drivers</i>
4212.5	<i>Criminal Record Check</i>
4212.6	<i>Personnel Files</i>
4213.5	<i>Working Remotely</i>
4215	<i>Evaluation/Supervision</i>



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<b>Code</b>	<b>Description</b>
4216	<i>Probationary/Permanent Status</i>
4218	<i>Dismissal/Suspension/Disciplinary Action</i>
4218.1	<i>Dismissal/Suspension/Disciplinary Action (Merit System)</i>
4219.1	<i>Civil And Legal Rights</i>
4219.11	<i>Sexual Harassment</i>
4219.22	<i>Dress And Grooming</i>
4219.23	<i>Unauthorized Release Of Confidential/Privileged Information</i>
4219.24	<i>Maintaining Appropriate Adult-Student Interactions</i>
4219.25	<i>Political Activities Of Employees</i>
4231	<i>Staff Development</i>
4232	<i>Publication Or Creation Of Materials</i>
4236	<i>Nonschool Employment</i>
4258	<i>Employee Security</i>
4311	<i>Recruitment And Selection</i>
4312.41	<i>Employee Drug Testing</i>
4312.42	<i>Drug And Alcohol Testing For School Bus Drivers</i>
4312.5	<i>Criminal Record Check</i>
4312.6	<i>Personnel Files</i>
4313.5	<i>Working Remotely</i>
4315	<i>Evaluation/Supervision</i>
4317.7	<i>Employment Status Reports</i>
4319.1	<i>Civil And Legal Rights</i>
4319.11	<i>Sexual Harassment</i>
4319.22	<i>Dress And Grooming</i>
4319.23	<i>Unauthorized Release Of Confidential/Privileged Information</i>
4319.24	<i>Maintaining Appropriate Adult-Student Interactions</i>
4319.25	<i>Political Activities Of Employees</i>
4331	<i>Staff Development</i>
4332	<i>Publication Or Creation Of Materials</i>
4336	<i>Nonschool Employment</i>
4358	<i>Employee Security</i>
5125	<i>Student Records</i>



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<b>Code</b>	<b>Description</b>
5142	Safety
5145.3	Nondiscrimination/Harassment
6162.54	Test Integrity/Test Preparation
6162.6	Use Of Copyrighted Materials
7110	Facilities Master Plan