

PERSONNEL

Professional Boundaries Between Staff and Students

The board of directors expects all staff members to maintain the highest professional, moral and ethical standards in their interactions with students. Staff members are required to maintain an atmosphere conducive to learning through consistently and fairly applied discipline and established and maintained professional boundaries. For purposes of this policy, the term “staff member” refers to employees, volunteers and contractors working on behalf of the district.

The interactions and relationships between staff members and students must be consistent with the educational mission of the district. These interactions and relationships must be consistent with district policies and procedures, including but not limited to policies relating to standards of professional and acceptable conduct. These interactions and relationships must also take place within appropriate professional boundaries both within and outside of the educational setting.

Staff members will not intrude on a student’s physical and emotional boundaries unless the intrusion is necessary to serve an educational or safety-related purpose. An educational purpose is one that relates to the staff member’s job duties. Additionally, staff members are expected to be aware of the appearance of impropriety in their own conduct and the conduct of other staff when interacting with students. Staff members are expected to refrain from engaging in conduct with students which is improper, or which creates the appearance of impropriety.

The board of directors supports the use of technology to communicate for educational purposes. However, staff members are prohibited from inappropriate online socializing with students or from engaging in any conduct on social networking web sites that violates the law, district policies or other generally recognized professional standards.

Employees whose conduct violates this policy may face discipline up to and including termination, consistent with the district’s applicable policies and collective bargaining agreements.

Cross References:	Board Policy 3200	Student Rights and Responsibilities
	Board Policy 3207	Prohibition of Harassment, Intimidation, and Bullying
	Board Policy 3208	Sexual Harassment
	Board Policy 5111	Disclosures and Background Checks for Employees
	Board Policy 5121	Unprofessional Conduct
	Board Policy 5223	Conflicts of Interest
	Board Policy 5242	Communications Responsibility
	Board Policy 5255	Disciplinary Action and Discharge
	Board Policy 5430	Volunteers
	Board Policy 5440	Student Teachers

Legal References:	RCW 28A.400	Crimes against children
	RCW 28A.405.470	Crimes against children – Mandatory termination of certificated employees - Appeal - Recovery of salary or compensation by district
	RCW 28A.405.475	Termination of certificated employee based on guilty plea or conviction of certain felonies - Notice to superintendent of public instruction – Record of notices
	RCW 28A.410.090	Revocation or suspension of certificate or permit to teach - Criminal basis – Complaints - Investigation - Process.
	RCW 28A.410.095	Violation or noncompliance – Investigatory powers of superintendent of public instruction - Requirements for investigation of alleged sexual misconduct towards a child - Court orders - Contempt - Written findings required
	RCW 28A.410.100	Revocation of authority to teach - Hearings
	WAC 181-87	Professional Certification - Acts of Unprofessional Conduct
	WAC 181-88	Sexual Misconduct, Verbal and Physical Abuse - Mandatory Disclosure – Prohibited Agreements