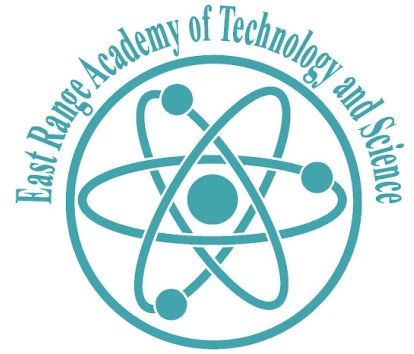


Board Policy
409
**Code of Conduct for Employees
Licensed by the PELSB**



Adopted: 9-14-2020

I. PURPOSE

This policy is established to inform all employees licensed by Minnesota's Professional Educator Licensing and Standards Board (PELSB) of their professional obligations.

II. POLICY STATEMENT

It is the policy of East Range Academy of Technology and Science that all licensed employees conduct themselves according to the rules established by the PELSB and comply with the highest standards of professional conduct.

III. CODE OF CONDUCT

The standards of professional conduct are as follows:

- A. A teacher shall provide professional education services in a nondiscriminatory manner.
- B. A teacher shall make reasonable effort to protect the student from conditions harmful to health and safety.
- C. In accordance with state and federal laws, a teacher shall disclose confidential information about individuals only when a compelling professional purpose is served or when required by law.
- D. A teacher shall take reasonable disciplinary action in exercising the authority to provide an atmosphere conducive to learning.
- E. A teacher shall not use professional relationships with students, parents, and colleagues to private advantage.
- F. A teacher shall delegate authority for teaching responsibilities only to licensed personnel.
- G. A teacher shall not deliberately suppress or distort subject matter.
- H. A teacher shall not knowingly falsify or misrepresent records or facts relating to that teacher's own qualifications or to other teachers' qualifications.
- I. A teacher shall not knowingly make false or malicious statements about students or colleagues.
- J. A teacher shall accept an employment agreement for a teaching position that requires licensing only if properly or provisionally licensed for that position.

IV. CONSEQUENCES

A teacher who fails to comply with the PELSB standards shall be subject to discipline, up to and including termination.