

STAFF CONDUCT

Staff are expected to conduct themselves in a moral, ethical and professional manner and in a way consistent with the educational mission of the schools at all times. This includes conformance with all state and federal laws, all district policies, any regulations in a staff handbook, and the norms of their profession. Failure to so behave may result in an investigation by the administration possibly resulting in disciplinary behavior.

“Covered investigations” shall be “investigations into the conduct of a holder of a credential that a school entity has a reasonable expectation would affect the credential holder's employment or contracted service because the alleged conduct involves alcohol, illegal drugs, physical abuse, emotional abuse, inappropriate contact between a credential holder and a student, stalking or similar behavior that endangers the health, safety or welfare of a student.”

The board expects the superintendent or designee to promptly notify the Maine Department of Education (MDOE) any subject of a “covered investigation” (a) results in a credential holder leaving employment prior to the completion of the investigation, or (b) results in the discipline, suspension, or termination of the credential holder due to a determination that a student’s health, safety or welfare was endangered. In case (b) a copy of the final report shall be provided to the MDOE.

References: MRSA 20-A §13025

Adopted: January 5, 2021