

**ORANGE COUNTY
BOARD OF EDUCATION**

AGENDA ITEM ABSTRACT

Meeting Date: February 21, 2011

AGENDA ITEM No. 11-02-(2)-12

ACTION ITEM: (Y/N) Y

SUBJECT: Code of Ethics and Standards of Conduct Policy #7805 - New - 2nd Reading Approval

INFO. CONTACT: D. Michael Parker, Attorney **PHONE:** 919-732-8141

ATTACHMENTS: 1. Code of Ethics and Standards of Conduct Policy #7805.

PURPOSE: To present for 2nd Reading Approval a new Code of Ethics and Standards of Conduct Policy #7805.

BACKGROUND: Orange County Schools has a number of policies governing employee conduct in the work place such as conflicts of interest (Policy #7730), solicitations (Policy #7745) and political activity on school grounds (Policy #7720). However, there is no comprehensive policy requiring employees to exhibit ethical conduct at all times in the school setting where they serve as examples and role models for the student population. This policy mirrors State Board of Education Policy # TCP-C-014 and sets forth the expectation that all school employees will conduct themselves with integrity and reflect positively on the school system.

The recommended Code of Ethics and Standards of Conduct policy was approved by the Board of Education on February 7, 2011 and is being brought back for 2nd Reading Approval.

FINANCIAL IMPACT: N/A

RECOMMENDATION: The Superintendent recommends the Board of Education approve the new Code of Ethics and Standards of Conduct Policy #7805 on 2nd Reading Approval.

**CODE OF ETHICS AND
STANDARDS OF CONDUCT**

Date Reviewed/Approved:

Policy Number: **7805**

Rescinds Policy Number:

Issued:

All school system employees hold positions of public trust; they are responsible for the education of students and also serve as examples and role models to students. Each employee is responsible for both the integrity and the consequences of his or her own actions. The highest standards of honesty, integrity, and fairness must be exhibited by each employee when engaging in any activity concerning the school system, particularly in relationships with vendors, suppliers, students, parents, the public, and other employees. Employee conduct should be such as to protect both the person's integrity and/or reputation and that of the school system. An unswerving commitment to honorable behavior by each and every employee is expected. Integrity can accommodate the inadvertent error and the honest difference of opinion; it cannot accommodate deceit or subordination of principle.

Employees shall perform their jobs in a competent and ethical manner without violating either the public trust or applicable law, policies, and regulations. It is not practical or possible to enumerate all of the situations that might fall under the guidelines of this policy. In addition to other policies, regulations, and approved practices that have been established covering specific areas of activity (such as purchasing), the absence of a law, policy, or regulation covering a particular situation does not relieve an employee from the responsibility to exercise the highest ethical standards at all times.

All professional educators shall be familiar with and comply with the State's Code of Ethics for North Carolina Educators. All professional educators shall be familiar with and comply with the State's Code of Professional Practice and Conduct for North Carolina Educators.

Failure to comply with this policy will result in disciplinary action up to and including dismissal.

Legal References: G.S. 14-234, -238, 115C-47(18), 115C-276, -288, -307, -308, -325; Title 16 N.C. Admin. Code, §§ 6D.0301, .0302, .0303 and .0304 and 6C-0601,-0602.