

Adopted: 12/10/2015
Revised: 4/16/2019, 12/2022

**NASHA SHKOLA POLICY No. 4.5.2
CODE OF CONDUCT FOR EMPLOYEES
LICENSED BY THE BOARD OF TEACHING**

I. PURPOSE

The purpose of this policy is to inform all employees licensed by the Minnesota Board of Teaching (“BOT”) of their professional obligations.

II. POLICY STATEMENT

It is the policy of Nasha Shkola that all licensed employees conduct themselves according to the rules established by the BOT and comply with the highest standards of professional conduct.

III. STANDARDS OF CODUCT

- A. All employees licensed by the BOT, referred to in this policy as “teacher”, shall adhere to the following:
1. The teacher shall provide professional education services in a nondiscriminatory manner.
 2. A teacher shall make reasonable effort to protect the student from conditions harmful to health and safety.
 3. 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.
 4. A teacher shall take reasonable disciplinary action in exercising the authority to provide an atmosphere conducive to learning.
 5. A teacher shall not use professional relationships with students, parents, and colleagues to private advantage.
 6. A teacher shall delegate authority for teaching responsibilities only to licensed personnel.

This policy does not constitute legal advice; any questions regarding this policy should be directed to your attorney.

7. A teacher shall not deliberately suppress or distort subject matter.
 8. A teacher shall not knowingly falsify or misrepresent records or facts relating to that teacher's own qualifications or to other teachers' qualifications.
 9. A teacher shall not knowingly make false or malicious statements about students or colleagues.
 10. A teacher shall accept a contract for a teaching position that requires licensing only if properly or provisionally licensed for that position.
- B. To the extent this policy differs from BOT standards, the BOT standards govern.

IV. CONSEQUENCES

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

Legal Reference: Minn. R. 8700.7500 (Code of Ethics for Minnesota Teachers)