

<p>TUCSON UNIFIED SCHOOL DISTRICT</p> <p>GOVERNING BOARD POLICY</p>	<p>POLICY TITLE:</p> <p>Staff Conduct</p>
	<p>POLICY CODE: GBEB</p>

Staff conduct

All ~~school personnel~~ (employees and volunteers of the District (hereinafter "employees")) are expected to conduct themselves in a manner consistent with effective and orderly education and to protect students and District property.

Commented [LM1]: Board comment at 2/18/20 meeting, clarify meaning of "school personnel"

No employee shall, by action or inaction, interfere with, or disrupt any District activity, or encourage any such disruption.

No employee, other than one who has obtained authorization from the appropriate school administrator, shall carry or possess a weapon on school grounds.

All employees shall at all times attempt to maintain order, abide by the policies, rules, and regulations of the District, and carry out all applicable orders issued by the Superintendent. See Regulation GBEB-R Staff Conduct.

Consequences

Potential consequences to employees of the District who violate the ~~above~~ rules may include, but are not limited to:

- A. Removal from school grounds
- B. Both civil and criminal sanctions, which may include, but are not limited to, criminal proceedings under Title 13, Chapter 29, Arizona Revised Statutes.
- C. Warning
- D. Reprimand
- E. Suspension
- F. Dismissal
- G. Having consideration given to any such violations in the determination of or establishment of any pay or salary in later contracts or employment, if any.

Reporting Suspected Crimes or Incidents

~~Staff members~~ Employees are to report any suspected crime against a person or property that is a serious offense as defined in A.R.S. 13-706(F), or that involves a deadly weapon or dangerous instrument or serious physical injury and any conduct that could pose a threat of death or serious physical injury to employees,

Commented [LM2]: Board comment at 2/18/20 meeting

students or others on school property. A.R.S. 15-153(A). See GBEB-R1 for "Procedures: Reporting Suspected Crimes or Incidents." See also Exhibit GBEB-E1 List of Suspected Crimes or Incidents that Must be Reported.

A. All such reports shall be communicated to the Superintendent who shall be responsible for reporting to local law enforcement.

The school principal shall make a report to law enforcement pursuant to A.R.S. 15-341(A)(30) . The school principal shall notify the parent or guardian of each student who is involved in a suspected crime or any conduct that is described above (or listed in Exhibit GBEB-E1), subject to the requirements of federal law. [A.R.S. 15-153(B)]. See GBEB-R1 "Procedures: for Reporting Suspected Crimes or Incidents." See also Exhibit GBEB-E1 List of Suspected Crimes or Incidents that Must be Reported.

Conduct that is considered to be bullying, harassment or intimidation shall be addressed according to Policy JICK as required in A.R.S. 15-341(A)(36).

Consequences A person who violates the above reporting requirements -may be disciplined up to and including dismissal in accordance with the policies of Tucson Unified and applicable employee agreements.

As required by law, Tucson Unified shall maintain a record of any person who is disciplined for failure to report Suspected Crimes or Incidents pursuant to this Policy and, on request, Tucson Unified shall make that record available to any public school, school district governing board or charter school governing body that is considering hiring that person. A.R.S. 15-153(D). See Governing Board Policy GCAA Application for Position and Governing Board Policy GBJ Personnel Records and Files.

A person who is employed by the School District or is an applicant for employment with the School District, who is arrested for or charged with any nonappealable offense listed in section 41-1758.03, subsection B and who does not immediately report the arrest or charge to the person's supervisor or potential employer is guilty of unprofessional conduct and the person shall be immediately dismissed from employment with the School District or immediately excluded from potential employment with the School District. A person dismissed from employment for failure to

~~report being arrested for or charged with a nonappealable offense has no right to appeal under the provisions of A.R.S. 15-539, subsection G. Prior to an action to terminate for failure to report, an employee will be given the opportunity to provide a written explanation of circumstances or events which they believe mitigate the failure to report.~~

Commented [LM3]: Language removed because already duplicated in Policy GDFB Current Employees Charged with a Crime.

**Use of
Physical Force
by
Supervisory
Personnel**

Any administrator, teacher, or other school employee (except for volunteers) entrusted with the care and supervision of a minor may use reasonable and appropriate physical force upon the minor to the extent reasonably necessary and appropriate to keep students safe and protect minors. Reasonable physical force may be appropriate in self-defense, in the defense of other students and school personnel, and to prevent or terminate the commission of theft or criminal damage to the property of the District or the property of persons lawfully on the premises of the District. A.R.S. 15-843(B)(3).

Commented [LM4]: Board comment at 2/18/20 Board meeting

The threat or use of physical force is not justified as a response to verbal provocation alone, nor when the degree of physical force used is disproportionate to the circumstances or exceeds that necessary to avoid injury to oneself or to others or to preserve property at risk.

Adopted: October 5, 2004
Updated: December 17, 2004 [To Board in Friday Report]
Revised: December 12, 2012 [Cross Reference Correction Only]
Revised: November 12, 2013
Revised: _____

LEGAL REF.:

- A.R.S.
- 13-2911 - _____
- 13-3102 - _____
- 13-3111- _____
- 13-3411
- 15-341
- 15-342
- 15-507
- 15-509
- 15-511
- 15-514
- 15-521
- 15-539
- 15-550
- 38-531

38-532
41-770
41.1758.03

A.A.C.
R7-2-205

R7-2-1308 Unprofessional and Immoral Conduct

CROSS REF.:

Policy ABB – Personal Privacy Policy

JK – Student Discipline

GCAA Application for Position

GBJ Personnel Records and Files

GDFB Current Employees Charged with a Crime – Requirement to Report

KFA - Public Conduct on School Property