Staff conduct

All 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.

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

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 poses a threat of death or serious physical injury to employees, 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.

The school principal (or designee) shall make a report to law enforcement pursuant to [A.R.S. 15-341(A)(30). The school principal (or designee) 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.

**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).

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: March 27, 2020

LEGAL REF.:

A.R.S.
13-706 Serious, violent or aggravated offenders
13-2911 Interference with or disruption of an educational institution
13-3102 Misconduct involving weapons; defenses; classification; definitions
13-3111 Minors prohibited from carrying or possessing firearms
13-3411 Possession, use, sale or transfer of marijuana, peyote, prescription drugs, dangerous drugs or narcotic drugs or manufacture of dangerous drugs in a drug free school zone
15-153 Crime reporting; policies and procedures; notification; discipline
15-341 General Powers and Duties
15-342 Discretionary Powers
15-507 Abuse of teacher or school employee in school
15-508 Dismissal for failure to comply with certain laws
15-511 Use of school district resources or employees to influence elections; prohibition
15-514 Reports of immoral or unprofessional conduct
15-539 Dismissal of certificated teacher; due process; written charges; notice; hearing
15-550 Unprofessional conduct; penalty
15-843 Pupil disciplinary procedures
38-531 Disclosure of information by public employees - Definitions
38-532 Prohibited personnel practice; violation; reinstatement; exceptions; civil penalty
41.1758.03 Fingerprint clearance cards; issuance; immunity

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