

TITLE: 6143R Staff Conduct

PURPOSE AND BACKGROUND: To clarify staff conduct/behavior vis-à-vis employment in the NCSD.

APPLICABILITY: All staff

MONITORING RESPONSIBILITY: Superintendent, Administrators and Supervisors

OUTLINE OF PROCEDURE:

The Board reaffirms one of the oldest beliefs in education: One of the best methods of instruction is that of setting a good example.

The Board expects that District staff will strive to set the kind of example for students that will serve them well in their own conduct and behavior, which will contribute toward an appropriate school atmosphere.

The personal life of an employee will be the concern and warrant the attention of the Board only as it may directly prevent the employee from effectively performing assigned functions during duty hours, or as it violates local, state, or national law or contractual agreements.

Arrest of an Employee:

Specific authority to take appropriate employment action with regard to an employee who has been arrested is delegated to the Superintendent with subsequent approval by the Board.

Administrative Implemental Procedures:

- Employees arrested for misdemeanor offenses, which would indicate no danger or appearance of danger to pupils, co-employees or the District will normally not be subject to any employment action.
- Employees arrested for misdemeanor offenses, which would indicate a possible danger or appearance of danger to the school District, co-employees or to pupils will normally be suspended with pay pending adjudication.
- Employees arrested for a misdemeanor offense, which would indicate a possible danger or appearance of danger to pupils but not to the school District or co-employees will normally be reassigned to a different responsibility away from pupils within the District pending adjudication.
- Employees arrested for a felony offense will normally be suspended with pay pending adjudication.
- In certain circumstances, other employment action may be taken.

References: NRS 193.130, 201.540 & 391.100
Revisions:
Effective Date: May 21, 1997
NEPN/NSBA
Classification: GBEB