

Oak Creek-Franklin Joint School District Board of Education

Policy 522: STAFF CONDUCT

The Oak Creek-Franklin Joint School District expects its employees to look and act in a professional manner at all times when they are representing the school district. This includes being prepared, dressing appropriately, maintaining confidentiality of students and their families, treating students and colleagues with respect, being a positive role model for students, effectively performing assigned duties, and demonstrating integrity and ethical behavior.

District employees are expected to do quality work and work efficiently.

District employees are expected to comply with all applicable work rules, job descriptions, legal obligations, board policies, and standards of conduct as noted in the Employee Handbook, Board policies, administrative procedures, regulations and guidelines that impose duties, requirements or standards attendant to their status as District employees.

District supervisors and administrators are expected to refrain from entering into any dating, romantic, or physical relationships with an employee under his/her supervision or who is a subordinate employee in the same building. District Office Administrators are expected to refrain from entering into any dating, romantic, or physical relationship with any OCFSD employee. Failure to abide by this policy will likely result in immediate termination.

Violations of any policies, rules, regulations and guidelines may result in disciplinary action up to and including discharge. Some infractions may have implications beyond the employment relationship between the District and employee, and the District may inform local, state, or federal officials of such conduct. Included among the behaviors covered by this policy are violations of applicable law, "immoral conduct" that could result in revocation of an individual's licensure through the Department of Public Instruction, and any other actions that the District deems pertinent.

LEGAL REF: State statutes
101.123
115.31
120.12(20)
125.09

CROSS REF: 529 – Staff Disciplinary Action
528 – Staff Conflict of Interest

APPROVED: July 1990

REVISED: January 2004
August 2013
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June 2022

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