3144.11 UNBECOMING CONDUCT OF A TENURED STAFF MEMBER

When an employee by his/her own acts or failures, either within the schools or outside normal teaching duties, creates conditions under which the proper operation of the schools is affected, the Board upon recommendation of the Superintendent and in accordance with statute shall determine whether such acts or failures constitute conduct unbecoming a school employee, and if so, will proceed against the employee in accordance with statute.

Unbecoming conduct sufficient to warrant Board review hereunder may result from a single flagrant incident or from a series of incidents. In either case, the Board will certify charges when "...there is probable cause to credit the evidence in support of such charge, and ... such charge if credited, is sufficient to warrant a dismissal or reduction of salary."

The Superintendent shall instruct all administrators to:

1. Report to the Superintendent forthwith any conduct or condition of an employee under their supervision which tends to substantially and materially interfere with the performance of the affected employee's duties.

2. Inform employee against whom a grand jury indictment is handed down and any employee charged with an offense, the prosecution of which is likely to come to public attention and become the focus of public concern, to report said indictment or charge to his/her superior forthwith.

Adopted: 3 May 2004