

Adopted: February 13, 2014  
Reviewed: November 13, 2023

**COMMUNITY OF PEACE ACADEMY POLICY No. 4.5.2  
CODE OF CONDUCT FOR EMPLOYEES  
LICENSED BY THE BOARD OF TEACHING**

**I. PURPOSE**

The purpose of this policy is to inform all employees licensed by the Minnesota Board of Teaching (BOT) of their professional obligations.

**II. POLICY STATEMENT**

It is the policy of Community of Peace Academy that all licensed employees conduct themselves according to the rules established by the BOT and comply with the highest standards of professional conduct.

**III. STANDARDS OF CONDUCT**

- A. All employees licensed by the BOT, referred to in this policy as *teacher*, shall adhere to the following:
1. The teacher shall provide professional education services in a nondiscriminatory manner.
  2. A teacher shall make reasonable effort to protect the student from conditions harmful to health and safety.
  3. In accordance with state and federal laws, a teacher shall disclose confidential information about individuals only when a compelling professional purpose is served or when required by law.
  4. A teacher shall take reasonable disciplinary action in exercising the authority to provide an atmosphere conducive to learning.
  5. A teacher shall not use professional relationships with students, parents, and colleagues to private advantage.
  6. A teacher shall delegate authority for teaching responsibilities only to licensed personnel.

7. A teacher shall not deliberately suppress or distort subject matter.
  8. A teacher shall not knowingly falsify or misrepresent records or facts relating to that teacher's own qualifications or to other teachers' qualifications.
  9. A teacher shall not knowingly make false or malicious statements about students or colleagues.
  10. A teacher shall accept a contract for a teaching position that requires licensing only if properly or provisionally licensed for that position.
- B. To the extent this policy differs from BOT standards, the BOT standards govern.

#### **IV. CONSEQUENCES**

A teacher who fails to comply with BOT standards shall be subject to discipline, up to and including termination.

***Legal Reference:*** Minn. R. 8700.7500 (Code of Ethics for Minnesota Teachers)