



Contact:

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TO: Stanwood-Camano Board of Directors

FROM: Christine Del Pozo, Executive Director of Human Resources

SUBJECT: First Reading, Board Policy 5253 Maintaining Professional Staff/Student
Boundaries

DATE: January 2, 2024

TYPE: Action Required

This is the first reading of Personnel Policy 5253 Maintaining Professional Staff/Student Boundaries. Updates reflect changes recommended by Washington State School Directors Association. It is identified as an encouraged policy by the Washington State School Directors Association.

The policy will come before the Board for second reading on January 16, 2024. If you have any questions regarding this policy, please contact me.

Every student is empowered to learn in an inclusive setting
and is prepared for the future of their choice

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MAINTAINING PROFESSIONAL STAFF/STUDENT BOUNDARIES

Purpose

The purpose of this policy is to provide all staff, students, volunteers, and community members with information about their role in protecting children from inappropriate conduct by adults. This policy applies to all district staff and volunteers. For purposes of this policy and its procedure, the terms “district staff,” “staff member(s),” and “staff” also include volunteers.

General Standards

The ~~Stanwood-Camano~~ board of ~~directors~~ expects all **district** staff ~~members~~ to maintain the highest professional standards when they interact with students. **District** ~~s~~Staff ~~members~~ are required to maintain an atmosphere conducive to learning by consistently maintaining professional boundaries.

Professional staff/student boundaries are consistent with the legal and ethical duty of care that district employees have for students.

The interactions and relationships between district staff and students should be based upon mutual respect, trust, and commitment to the professional boundaries between **staff** ~~adults~~ and students in and outside of the educational setting, and consistent with the educational mission of the district.

District staff will not intrude on a student’s physical and emotional boundaries unless the intrusion is necessary to serve a demonstrated educational purpose. An educational purpose is one that relates to the staff member’s duties in the district. Inappropriate boundary invasions can take various forms. Any type of sexual conduct with a student is an inappropriate boundary invasion.

Additionally, staff members are expected to be aware of the appearance of impropriety in their own conduct and the conduct of other staff when interacting with students. Staff members will notify and discuss issues with their building administrator or supervisor whenever they suspect or question whether their own or another staff member’s conduct is inappropriate or constitutes a violation of this policy.

The board recognizes that staff may have familial and pre-existing social relationships with parents or guardians and students. Staff members should use appropriate professional judgment when they have a dual relationship to students to avoid violating this policy, the appearance of impropriety, and the appearance of favoritism. Staff members shall pro-actively discuss these circumstances with their building administrator or supervisor.

Use of Technology

The ~~Stanwood-Camano~~ board of ~~directors~~ supports the use of technology to communicate for educational purposes. However, when the communication is unrelated to schoolwork or other legitimate school business, district staff are prohibited from communicating with students by phone, e-mail, text, instant messenger, or other forms of electronic or written communication. District staff members are prohibited from engaging in any conduct on social networking websites that violates the law, district policies or procedures, or **other** generally recognized professional standards. This prohibition includes prohibiting staff from “friending” and/or “following” students on social media.

~~Staff~~ ~~Employees~~ whose conduct violates this policy may face discipline and/or termination, consistent with the district's policies and procedures, acceptable use agreement, and collective bargaining agreements, as applicable.

The superintendent/~~or~~ designee will develop ~~staff~~ protocols for reporting and investigating allegations and develop procedures and training to accompany this policy.

Legal References: Title IX of the Education Amendments of 1972
Chapter 9A.44, RCW - Sex Offenses
Chapter 9A.88, RCW - Indecent ~~e~~Exposure - Prostitution
RCW 28A.400.320-~~320~~ Crimes against children - Mandatory termination of ~~c~~lassified employees - Appeal - Recovery of salary or compensation by district
RCW 28A.405.470 Crimes against children - Mandatory termination certificated employees - Appeal - Recovery of salary or compensation by district-
RCW 28A.405.475 Termination of certificated employee based on guilty plea or conviction of certain felonies - Notice to superintendent of public instruction - Record of notices-
RCW 28A.410.090 Revocation or suspension of certificate or permit to teach - Criminal basis - Complaints - Investigation - Process
RCW 28A.410.095 Violation or noncompliance - Investigatory powers of superintendent of public instruction - Requirements for investigation of alleged sexual misconduct towards a child - Court orders - Contempt - Written findings required
RCW 28A.410.100 Revocation of authority to teach - Hearings ~~Chapter~~
Chapter 28A.640, RCW Sexual Equality
Chapter 28A.642, RCW Discrimination Prohibition
Chapter 49.60, RCW - Washington State Law Against Discrimination
Chapter ~~WAC~~ 181-87 WAC Professional ~~c~~ertification - Acts of ~~u~~nprofessional ~~c~~onduct
Chapter ~~WAC~~ 181-88 WAC Definitions of ~~s~~exual ~~m~~isconduct, ~~v~~erbal and ~~p~~hysical ~~a~~busse - Mandatory ~~d~~isclosure - Prohibited ~~a~~greements

Cross References 3206~~5~~ - Sexual Harassment of Students Prohibited

3207 - Prohibition of Harassment, Intimidation and Bullying of Students

3210 - Nondiscrimination

3421 - Child Abuse, and Neglect, ~~and Exploitation Prevention~~

Management
Resources: March 2019 Policy Issue
 October 2015 Policy Issue

Adopted: 05.04.2010
Stanwood-Camano School District
Revised: 06.21.22, 1.16.24