BOARD AGENDA ITEM

November 10, 2026

SUBJECT:

Revision of the following policy:
Policy GBEBB Staff Conduct with Students

BACKGROUND INFORMATION:

The board expects all staff members to maintain the highest professional and ethical standards in their conduct with students. For the purpose of this policy, staff includes, but is not limited to, employees, contract service providers, school volunteers, student teachers, and interns.

ADMINISTRATIVE CONSIDERATION:

Revisions and updates made to current board policy are drafted in accordance with model policy.

RECOMMENDATION:

Approve the following policies:

Policy GBEBB: Staff Conduct with Students, First Reading

ATTACHMENTS:

PREPARED BY:

Kimbra Meek

Policy GBEBB Staff Conduct With Students

Issued 11/01

Purpose: To establish the basic structure for staff conduct with students.

Relations between certificated staff and students

The certificated staff has certain powers and authority by law so that it might hold pupils on school property and at school-related activities accountable for their conduct before, during and after school.

The respect and authority of certificated personnel are gained largely by reason of their greater maturity, understanding and leadership in all school situations. Authority based on such respect and admiration provides a professional atmosphere for teaching and learning.

All staff members are to keep all relationships between themselves and the students at their work site as professional ones. In situations where a staff member is in a position to have influence or power over a student, he/she is not to date or be involved in any way with the student, even if the relationship is consensual. Inappropriate social relations with students may constitute a form of sexual harassment and be subject to the provisions of policy JI, Student Rights and Responsibilities.

Relations between support staff and students

Generally, support staff will have a minimum amount of contact with students. The pupils are the responsibility of the teachers and are under the direction of teachers. If substitutes and/ or teacher aides are acting in place of the teacher, they are responsible for the students.

Bus drivers are responsible for the children on their buses unless accompanied by an aide, in which case the aide is responsible. The driver should assist the aide as requested.

Adopted 11/10/92, Revised 8/17/93, 11/27/01

POLICY GBEBB — STAFF CONDUCT WITH STUDENTS

~~Policy GBEBB Staff Conduct With Students — Issued 11/01~~

Code GBEBB, Issued 11/2026

~~Purpose: To establish the basic structure for staff conduct with students.~~

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The board expects all staff members to maintain the highest professional and ethical standards in their conduct with students. For the purpose of this policy, staff includes, but is not limited to, employees, contract service providers, school volunteers, student teachers, and interns.

The relationship between staff members and students in the school district should be one of cooperation, understanding, and mutual respect. All staff have the responsibility to provide an atmosphere conducive to learning which should be accomplished through effective individual and group discipline. All students and staff members will treat each other with respect.

Differences and problems that arise between a staff member and student are typically best worked out by conferences between these two persons or between the staff member and the parent/legal guardian of the student. However, staff members and students should immediately report a violation or perceived violation of the district's discrimination, harassment, and retaliation policy regardless of whether a conference has been held.

Staff members are expected to exercise good judgment and maintain professional boundaries appropriate to an educational setting when interacting with students at all times, both on and off school property and through any electronic communication device or social media tool.

The board believes students benefit from the support of staff, and this policy is not meant to discourage staff from attending student functions, helping students before or after school, or engaging in dialogue with students that helps them in a meaningful way, so long as appropriate professional boundaries are maintained. Staff members are encouraged to discuss concerns with

their supervisor whenever they are unsure whether particular conduct or activities may constitute a violation of this policy.

The board understands that there are circumstances when staff members have personal relationships with the families of students outside of school. The intent of this policy is not to prohibit all social contact between staff members and families outside of school. However, because of the trust placed in staff by the community and the district's responsibility to protect the well-being of students, staff members are expected to avoid the appearance of impropriety in their conduct with students at all times.

Sexual Misconduct

Any behavior of a sexual nature which may constitute professional misconduct and/or is a violation of state or federal law, professional codes of ethics, or board policy is strictly prohibited. This includes any action or conduct communicated or performed in person, in writing, and/or electronically through such means as telephone, email, text messages, instant messages, or social media.

No staff member may use his/her status as an employee to adversely influence a student of the district. No staff member may date, make sexual advances toward, or engage in any sexual relationship with a district student, regardless of the student's age, the perceived consensual nature of the relationship, where the advances are made, or whether the staff member directly supervises the student. Further, no staff member may discuss or plan a future romantic or sexual relationship with a student.

Reporting

Any staff members possessing evidence of or witnessing such conduct will report it to the appropriate district administrator and/or Title IX coordinator immediately.

Students and/or parents/legal guardians are strongly encouraged to notify the principal or superintendent if they believe a staff member may be engaging in conduct that violates this policy.

Investigation

After a thorough investigation, and depending upon the nature of the charges, the district will take appropriate disciplinary action, up to and including termination. When warranted, law enforcement officials will be contacted.

Retaliation

The district prohibits retaliation for filing a complaint or participating in an investigation or inquiry. Retaliation includes, but is not limited to, any form of intimidation, reprisal, or harassment. Any person engaging in or attempting to engage in retaliatory conduct will be subject to disciplinary action, up to and including termination.

Cf. GBAA, GBEB, JIAA

Adopted ^

Legal References:

United States Code of Laws, as amended:

Title VI of the Civil Rights Act of 1964, 42 U.S.C.A. Section 2000d, et seq.

Title VII of the Civil Rights Act of 1964, 42 U.S.C.A. Section 2000e, et seq.

Title IX of the Education Amendments of 1972, 20 U.S.C.A. Section 1681, et seq.

S.C. Code of Laws, 1976, as amended:

Section 1-13-10, et seq. - Prohibits discrimination on the basis of race, religion, color, sex, age, national origin, or disability.

Section 16-3-655 - Criminal sexual conduct with a minor.

Section 16-3-755 - Sexual battery with a student.

Section 16-3-800, et seq. - Sexual conduct involving children.

~~Adopted 11/10/92, Revised 8/17/93, 11/27/01~~, 11/2026

POLICY GBEBB — STAFF CONDUCT WITH STUDENTS

Code GBEBB, Issued 11/2026

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