AIKEN COUNTY
PUBLIC SCHOOLS

Personnel Policy Revisions

Current policy and requested changes

GBE Staff Rights and Responsibilities
GBEB Staff Conduct
GBEBB Staff Conduct With Students

Aiken County Public Schools

GBE: Staff rights and daily responsibilities

TOPIC	CURRENT POLICY	REQUESTED REVISION
Rights and rules	Staff follow laws, board policy, and district rules.	Adds an explicit commitment to staff rights and includes local law.
Daily duties	Timely reports, school-property care, and student-related policy enforcement.	Adds assignments and district property. Broadens enforcement beyond student matters.
Professional duties	Dependable attendance, professional example, and student supervision.	Keeps these duties. Adds attendance at school functions according to district expectations.

Most existing duties remain. Several expectations become broader or more explicit.

GBE: Confidentiality and employee information

TOPIC	CURRENT POLICY	REQUESTED REVISION
Confidential information	No separate paragraph in the supplied GBE text.	Adds protection for student, coworker, and district information, including care against accidental disclosure.
Contact information	No separate supervisor-update requirement in the supplied text.	Requires current legal name, address, and phone number. Protects disclosure unless authorized by written release or required by law.

Two new paragraphs make information-handling responsibilities clear.

GBEB: Who is covered and expected conduct

TOPIC	CURRENT POLICY	REQUESTED REVISION
Coverage and honesty	General expectations for staff to set a good example.	Defines staff broadly, including volunteers and contract providers. Adds honesty on and off duty.
Personal conduct	Detailed device and social media rules.	Uses a shorter personal-conduct paragraph focused on work, disruption, and law/policy/contract violations.
Religious expression	No separate paragraph in the supplied text.	Adds private religious expression, without pressuring participation or appearing to speak for the district.

The draft names more participants and makes conduct expectations more explicit.

GBEB: Misconduct examples and reporting

TOPIC	CURRENT POLICY	REQUESTED REVISION
Work and safety	General professional-conduct expectations.	Adds examples: neglect of duty, unsafe conduct, property misuse, and harm to others.
Student boundaries	Already requires professional relationships and prohibits sexual misconduct.	Adds privacy, secret-keeping, harassment, and retaliation examples. Addresses family friendships.
Reporting concerns	Offers guidance about social media; promises police cooperation.	Requires immediate supervisor reporting of possible violations. Adds express reporting to police.

The examples explain expectations. The misconduct list is not a complete list.

GBEB: Discipline and arrests

TOPIC	CURRENT POLICY	REQUESTED REVISION
Policy violations	Paid administrative leave during investigation; possible termination.	Immediate suspension and possible termination, with applicable hearing rights. Adds consequences for covered nonemployees.
Arrests	Immediate reporting; superintendent or designee decides appropriate action.	Keeps immediate reporting. Names the superintendent and adds general responses based on offense and indicated danger.

The draft changes the disciplinary wording and provides more direction after an arrest.

GBEBB: Professional relationships with students

TOPIC	CURRENT POLICY	REQUESTED REVISION
Coverage	Separate certificated/support-staff sections; professional relationships for all staff.	Defines staff broadly and uses shared standards of respect and professional conduct.
Boundaries	Focuses on workplace relationships and staff influence or power.	Expressly covers off-campus and online contact at all times.
Positive support	No separate guidance on student help or family friendships.	Supports appropriate help and family contact, with boundaries. Encourages supervisor guidance.

The draft gives broader guidance for everyday staff-student interactions.

GBEBB: Stronger, more specific sexual boundaries

TOPIC	CURRENT POLICY	REQUESTED REVISION
Prohibited conduct	Bars dating/involvement where staff have influence or power, even if consensual.	Expressly prohibits sexual misconduct in person, in writing, and electronically.
Reach of the ban	Ties the dating/involvement rule to influence or power.	Covers any district student, regardless of age, perceived consent, location, or direct supervision.
Future relationships	No express future-relationship provision.	Prohibits discussing or planning a future romantic or sexual relationship with a student.

The draft broadens the express rule and closes gaps in the written language.

GBEBB: Reporting, investigations, and protection

TOPIC	CURRENT POLICY	REQUESTED REVISION
Reporting	No separate reporting section in the supplied GBEBB text.	Requires immediate staff reporting of witnessed sexual misconduct or evidence to an administrator and/or Title IX coordinator.
Investigations	No separate process/consequences section in the supplied text.	Adds thorough investigation, discipline up to termination, and police contact when warranted.
Retaliation	No separate paragraph in the supplied text.	Protects complaint filing and investigation participation. Actual or attempted retaliation can lead to termination.

Reporting discrimination or harassment concerns does not require a conference first.

Key omissions and wording changes

TOPIC	CURRENT POLICY	REQUESTED REVISION
GBEB conduct scope	Detailed social media rules; on-duty profanity/tobacco/alcohol restriction.	Removes detailed social media wording. One conduct sentence adds "in the presence of students."
GBEB suspension	General violation paragraph specifies paid leave.	General suspension paragraph omits pay status. Arrest responses specify pay; student-danger categories overlap.
GBEBB role assignments	Describes certificated authority and support-staff/bus supervision assignments.	Does not repeat these specific explanations and assignments.

These are substantive text changes to consider in the final policy review.

Policy dates and related references

TOPIC	CURRENT POLICY	REQUESTED REVISION
GBE	Issued 11/01; no legal references shown in supplied excerpt.	Draft 11/26. Adds FERPA and state personal-information references.
GBEB	Issued 8/21; expressly cites GBEC.	Draft 11/2026. Adds GBEBB, omits express GBEC reference; listed state laws stay the same.
GBEBB	Issued 11/01; references JI.	Draft 11/2026. Adds GBAA, GBEB, JIAA and federal/state legal references.

Dates reflect the requested drafts. Draft entries do not establish adoption.

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Questions & Comments