

REFERENCE TITLE: schools; employee code of conduct

State of Arizona
Senate
Forty-eighth Legislature
Second Regular Session
2008

SB 1341

Introduced by
Senator Gray L; Representative Clark; Senators Huppenthal, Johnson

AN ACT

AMENDING TITLE 15, CHAPTER 2, ARTICLE 2, ARIZONA REVISED STATUTES, BY ADDING SECTION 15-248; RELATING TO THE DEPARTMENT OF EDUCATION.

(TEXT OF BILL BEGINS ON NEXT PAGE)

1 Be it enacted by the Legislature of the State of Arizona:

2 Section 1. Title 15, chapter 2, article 2, Arizona Revised Statutes,
3 is amended by adding section 15-248, to read:

4 15-248. Code of conduct; school employees

5 A. NO LATER THAN NINETY DAYS AFTER THE EFFECTIVE DATE OF THIS SECTION,
6 THE DEPARTMENT OF EDUCATION SHALL RECOMMEND TO THE STATE BOARD OF EDUCATION,
7 AND THE STATE BOARD SHALL ADOPT, A CODE OF CONDUCT FOR EMPLOYEES OF SCHOOL
8 DISTRICTS AND CHARTER SCHOOLS. THE RECOMMENDATIONS SHALL INCLUDE BOTH OF THE
9 FOLLOWING:

10 1. DESCRIPTIONS OF CONDUCT THAT IS INAPPROPRIATE FOR EMPLOYEES OF
11 SCHOOL DISTRICTS AND CHARTER SCHOOLS.

12 2. SPECIFIC DISCIPLINARY ACTIONS THAT SHOULD BE TAKEN AGAINST
13 EMPLOYEES OF SCHOOL DISTRICTS AND CHARTER SCHOOLS WHO ENGAGE IN MISCONDUCT.

14 B. THE CODE OF CONDUCT ADOPTED PURSUANT TO THIS SECTION SHALL INCLUDE
15 ALL OF THE FOLLOWING:

16 1. DEFINITIONS OF PROHIBITED BEHAVIOR FOR EACH OF THE MOST COMMON
17 GROUNDS FOR DISCIPLINE OF EMPLOYEES OF SCHOOL DISTRICTS AND CHARTER SCHOOLS.

18 2. DEFINITIONS OF THE FOLLOWING TYPES OF MISCONDUCT:

19 (a) VIOLATIONS OF THE POLICIES OF THIS STATE AND SCHOOL DISTRICT
20 POLICIES.

21 (b) VIOLATIONS OF GENERAL POLICY.

22 (c) DISHONESTY.

23 (d) FALSIFICATION OF RECORDS OR FAILURE TO PROVIDE ACCURATE
24 INFORMATION.

25 (e) INSUBORDINATION.

26 (f) VIOLATIONS OF WORKPLACE ATTENDANCE POLICIES.

27 (g) INAPPROPRIATE, ABUSIVE OR OFFENSIVE CONDUCT.

28 (h) VIOLATIONS OF FEDERAL, STATE OR LOCAL CIVIL LAWS.

29 (i) DISCRIMINATION.

30 (j) VIOLATIONS OF INDIVIDUAL OR GROUP RIGHTS THAT ARE ESTABLISHED BY
31 FEDERAL, STATE OR LOCAL LAW.

32 (k) VIOLATIONS OF FEDERAL, STATE OR LOCAL CRIMINAL LAWS.

33 (l) CRIMES THAT INVOLVE DISHONESTY.

34 (m) CRIMES THAT INVOLVE FALSIFICATION OF RECORDS OR FAILURE TO PROVIDE
35 ACCURATE INFORMATION.

36 (n) CRIMES THAT INVOLVE INAPPROPRIATE, ABUSIVE OR OFFENSIVE CONDUCT.

37 (o) CRIMES THAT INVOLVE SEXUAL OFFENSES.

38 (p) CRIMES THAT INVOLVE SPIRITUOUS LIQUOR OR DRUGS.

39 (q) CRIMES THAT INVOLVE THEFT OR DAMAGE TO PROPERTY.

40 (r) CRIMES THAT INVOLVE WEAPONS ON SCHOOL GROUNDS.

41 (s) ANY OTHER CRIMES.