

## Montesano School District No. 66

### Maintaining Professional Staff/Student Boundaries

The purpose of this policy is to provide all staff, students, volunteers and community members with information to increase their awareness of their role in protecting children from inappropriate conduct by adults.

The board expects all staff members to maintain the highest professional, moral and ethical standards in their interaction with students. Staff members are required to maintain an atmosphere conducive to learning, through consistently and fairly applied discipline and established and maintained professional boundaries.

The interactions and relationships between staff members and students should be based upon mutual respect and trust, an understanding of the appropriate boundaries between adults and students in and outside of the educational setting, and consistency with the educational mission of the schools.

Staff members will not intrude on a student's physical and emotional boundaries unless the intrusion is necessary to serve an educational or physical, mental and/or emotional health purpose. An educational purpose is one that relates to the staff member's duties in the district. Additionally, staff members are expected to be sensitive to the appearance of impropriety in their own conduct and the conduct of other staff when interacting with students. Staff members will discuss issues with their building administrator or supervisor whenever they suspect or are unsure whether conduct is inappropriate or constitutes a violation of this policy.

The board supports the use of technology to communicate for educational purposes. However, district employees are prohibited from inappropriate online socializing or from engaging in any conduct on social networking Web sites that violates the law, district policies or other generally recognized professional standards. Employees whose conduct violates this policy may face discipline and/or termination, consistent with the district's policies, 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: [RCW 28A.400.320](#)  
[28A.405.470](#)

[28A.405.475](#)

[28A.410.090](#)

[28A.410.095](#)

Crimes against children  
Crimes against children - Mandatory  
termination of certificated employees  
— Appeal — Recovery of salary or  
compensation by district  
Termination of certificated employee  
based on guilty plea or conviction of  
certain felonies — Notice to  
superintendent of public instruction -  
Record of notices  
Revocation or suspension of certificate  
or permit to teach — Criminal basis  
— Complaints — Investigation -  
Process  
Violation or noncompliance —  
Investigatory powers of

[28A.410.100](#)

[Chapter 181-87 WAC](#)

[181-88](#)

superintendent of public instruction —  
Requirements for investigation of  
alleged sexual misconduct towards a  
child — Court orders — Contempt  
— Written findings required  
Revocation of authority to teach —  
Hearings

Professional Certification — Acts of  
Unprofessional Conduct  
Sexual Misconduct, Verbal and Physical  
Abuse - Mandatory Disclosure —  
Prohibited Agreements

**Adoption Date: January 17, 2013**  
**School District Name: Montesano**  
**Revised: 02.10; 12.11**  
**Classification: Priority**