

Exhibit 4219.21-E(1): Professional Standards

Status: DRAFT

Original Adopted Date: Pending

**CODE OF ETHICS
CLASSIFIED EMPLOYEES**

School employees who are in daily contact with many phases of educational work should be persons whose conduct is beyond reproach and who sincerely believe in the advancement of education and the betterment of working conditions; therefore, the California School Employees' Association (CSEA) proposes this Code of Ethics as a standard for its members.

AS A SCHOOL EMPLOYEE I WILL:

1. Be proud of my vocation in order that I may use my best endeavors to elevate the standards of my position so that I may merit a reputation for high quality of service -- to the end that others may emulate my example
2. Be a person of integrity, clean speech, desirable personal habits, and physical fitness
3. Be just in my criticism and be generous in my praise; to improve and not destroy
4. At all times be courteous in my relations with students, parents/guardians, teachers and others
5. Be a resourceful person who readily adapts to different kinds of work and changed conditions and finds better ways to do things
6. Conduct myself in a spirit of friendly helpfulness to my fellow employees to the end that I will consider no personal success legitimate or ethical which is secured by taking unfair advantage of another
7. Associate myself with employees of other districts for the purpose of discussing school problems and cooperating in the improvement of public school conditions
8. Always uphold my obligations as a citizen to my nation, my state, my school district and my community, and give them unswerving loyalty
9. Always bear in mind that the purpose of CSEA is to promote the efficiency and raise the standards of all school employees and that I shall be equally obligated to assist all my fellow workers

SOURCE: CALIFORNIA SCHOOL EMPLOYEES' ASSOCIATION

Policy Reference Disclaimer: These references are not intended to be part of the policy itself, nor do they indicate the basis or authority for the Governing Board to enact this policy. Instead, they are provided as additional resources for those interested in the subject matter of the policy.

State	Description
5 CCR 80300	Committee of credentials; definitions
5 CCR 80303	Reports of change in employment status; alleged misconduct
5 CCR 80331-80338	Rules of conduct for professional educators
Bus. Code 25608	Alcohol on school property; use in connection with instruction
Ed. Code 200-262.4	Prohibition of discrimination
Ed. Code 32100	Professional boundaries between adults and students and the safety of learning environments
Ed. Code 44010	Sex offense; definition
Ed. Code 44011	Controlled substance offense; definition
Ed. Code 44050	Employee code of conduct; interaction with students
Ed. Code 44420-44440	Revocation and suspension of credentials

State

Ed. Code 44811
Ed. Code 44932
Ed. Code 44939.5
Ed. Code 48980
Ed. Code 49060-49070
H&S Code 104559
Pen. Code 11164-11174.4
Pen. Code 270-273.76
Pen. Code 311-312.7

Description

[Disruption of classwork or extracurricular activities](#)
[Grounds for dismissal of permanent employees](#)
Certificated applicant screening
[Parent/Guardian notifications](#)
Student records
[Tobacco use prohibition](#)
[Child Abuse and Neglect Reporting Act](#)
Abandonment and neglect of children
Obscene matter

Federal

20 USC 1232g
34 CFR 99.1-99.8

Description

[Family Educational Rights and Privacy Act \(FERPA\) of 1974](#)
[Family Educational Rights and Privacy Act](#)

Management Resources

CA School Employees Association Publication
Commission on Teacher Credentialing Publication
Commission on Teacher Credentialing Publication
Commission on Teacher Credentialing Publication
Nat'l Policy Board for Educational Administration
National Education Association Publication
Website
Website
Website
Website
Website
Website
Website
Website
Website
Website
Website
WestEd Publication

Description

[Code of Ethics, 1954](#)
[California Professional Standards for Education Leaders, 2014](#)
[California Professional Standards for Educational Leaders, February 2014](#)
[California Standards for the Teaching Profession \(CSTP\), April 2024](#)
[Professional Standards for Educational Leaders, 2015](#)
[Code of Ethics for Educators, 2020](#)
[National Education Association](#)
[CSBA District and County Office of Education Legal Services](#)
[Council of Chief State School Officers](#)
[California Federation of Teachers](#)
[California School Employees Association](#)
[California Teachers Association](#)
[Commission on Teacher Credentialing](#)
[Association of California School Administrators](#)
[WestEd](#)
[California Department of Education](#)
[CSBA](#)
[Moving Leadership Standards into Everyday Work: Descriptions of Practice, 2015](#)

Cross References

0200
0410
0450
0450
1113
1113

Description

[Goals For The School District](#)
[Nondiscrimination In District Programs And Activities](#)
[Comprehensive Safety Plan](#)
[Comprehensive Safety Plan](#)
[District And School Websites](#)
[District And School Websites](#)

Cross References**Description**

1114	District-Sponsored Social Media
1312.1	Complaints Concerning District Employees
1312.1	Complaints Concerning District Employees
1312.1-E PDF(1)	Complaints Concerning District Employees
3513.3	Tobacco-Free Schools
3513.3	Tobacco-Free Schools
3515.2	Disruptions
3515.2	Disruptions
3580	District Records
3580	District Records
4020	Drug And Alcohol-Free Workplace
4040	Employee Use Of Technology
4040	Employee Use Of Technology
4040-E PDF(1)	Employee Use Of Technology
4111	Recruitment And Selection
4112.2	Certification
4112.2	Certification
4112.2-E PDF(1)	Certification
4115	Evaluation/Supervision
4115	Evaluation/Supervision
4116	Probationary/Permanent Status
4116	Probationary/Permanent Status
4117.7	Employment Status Reports
4118	Dismissal/Suspension/Disciplinary Action
4118	Dismissal/Suspension/Disciplinary Action
4119.1	Civil And Legal Rights
4119.11	Sexual Harassment
4119.11	Sexual Harassment
4119.22	Dress And Grooming
4119.23	Unauthorized Release Of Confidential/Privileged Information
4119.25	Political Activities Of Employees
4119.25	Political Activities Of Employees
4121	Temporary/Substitute Personnel
4121	Temporary/Substitute Personnel
4131	Staff Development
4131	Staff Development
4132	Publication Or Creation Of Materials
4136	Nonschool Employment
4211	Recruitment And Selection
4215	Evaluation/Supervision

Cross References**Description**

4216	Probationary/Permanent Status
4218	Dismissal/Suspension/Disciplinary Action
4219.1	Civil And Legal Rights
4219.11	Sexual Harassment
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4219.22	Dress And Grooming
4219.23	Unauthorized Release Of Confidential/Privileged Information
4219.25	Political Activities Of Employees
4219.25	Political Activities Of Employees
4231	Staff Development
4231	Staff Development
4232	Publication Or Creation Of Materials
4236	Nonschool Employment
4311	Recruitment And Selection
4315	Evaluation/Supervision
4319.1	Civil And Legal Rights
4319.11	Sexual Harassment
4319.11	Sexual Harassment
4319.22	Dress And Grooming
4319.23	Unauthorized Release Of Confidential/Privileged Information
4319.25	Political Activities Of Employees
4319.25	Political Activities Of Employees
4331	Staff Development
4331	Staff Development
4332	Publication Or Creation Of Materials
4336	Nonschool Employment
5125	Student Records
5125	Student Records
5141.4	Child Abuse Prevention And Reporting
5141.4	Child Abuse Prevention And Reporting
5142	Safety
5142	Safety
5145.3	Nondiscrimination/Harassment
5145.3	Nondiscrimination/Harassment
5145.6	Parent/Guardian Notifications
5145.6-E PDF(1)	Parent/Guardian Notifications
5145.6-E(1)	Parent/Guardian Notifications
6162.54	Test Integrity/Test Preparation
6162.6	Use Of Copyrighted Materials
6162.6	Use Of Copyrighted Materials