



# Public Hearing: Second Reading of Revised Board Policy 4119.21 & Proposed Board Policy 4119.24

Board Meeting  
November 4, 2021  
Agenda Item Nos. 10.1 and 10.2

Presented by: Raoul Bozio, In-House Counsel  
Cancy McArn, Chief Human Resources Officer

# BP 4119.21 (Professional Standards)

- There are guiding principles, professional standards, and codes of ethics adopted by various educational and professional associations.
- The current version of the policy was adopted in 2002 and has since then not been revised.

# BP 4119.21 (Professional Standards)

- The updates are intended to establish sound policy for all employees that enhances the integrity of the District, advances the goals of the District's educational programs, and contributes to a positive school climate and specifically, provide guidelines regarding inappropriate conduct and reporting misconduct.

# BP 4119.21 (Professional Standards)

- Revisions include (but are not limited to):
  - Providing examples of inappropriate conduct (e.g., “Engaging in inappropriate socialization or fraternization with a student or soliciting, encouraging, or maintaining an inappropriate written, verbal, or physical relationship with a student”);
  - Providing guidelines for reporting misconduct

# BP 4119.24 (Maintaining Appropriate Adult-Student Interactions)

- District staff are mandated child abuse reporters. The District faces liability in situations of child abuse where reports should have been made. The District owes a duty of care over students under its supervision.
- This will be a new policy for the District to adopt based off the model provided by the CSBA and language from District administrators.

# BP 4119.24 (Maintaining Appropriate Adult-Student Interactions)

- The updates are intended to establish sound policy for all adults with whom students may interact at school or in school-related activities in order to prevent unlawful or inappropriate interactions with students and to avoid boundary-blurring behaviors that undermine trust in the adult-student relationship.

# BP 4119.24 (Maintaining Appropriate Adult-Student Interactions)

- Examples of inappropriate conduct:
  - Creating or participating in social networking sites for communication with students, other than those created by the district, without the prior written approval of the principal or designee
  - Inviting or accepting requests from students, or former students who are minors, to connect on personal social networking sites (e.g., "friending" or "following" on social media), unless the site is dedicated to school business
  - Addressing a student in an overly familiar manner that would make a reasonable student feel uncomfortable and/or that would not be welcomed by a reasonable student
- Acknowledging certain professional adult conduct may be necessary in an emergency or to serve a legitimate purpose related to instruction, counseling, student health, or student or staff safety

Q & A