



PERSONNEL: General

Obligations of Employees of the Board of Education of Baltimore

County

I. Policy Statement

The Board of Education of Baltimore County (Board) expects Board employees to demonstrate and uphold standards of ethical conduct, maintain confidentiality, exhibit a strong work ethic and exhibit a professional and courteous attitude toward students, other employees, families and the community.

II. Standards

- A. It is the responsibility of each Board employee to be familiar with, and abide by, federal, state and local laws and regulations and Board policies, Superintendent's rules and Baltimore County Public Schools' (BCPS) procedures that impose duties, requirements or standards of conduct as a Board employee.
- B. Board employees shall comply with the lawful direction of their supervisors in the performance of their duties.
- C. Any employee who violates this policy may be subject to disciplinary action, up to and including termination.

III. Implementation

The Board directs the Superintendent to implement this policy.

Legal References: *Annotated Code of Maryland*, Education Article §4-205, *Powers and Duties of County Superintendent*
Annotated Code of Maryland, Education Article §6-202, *Suspension or Dismissal of Teachers, Principals, Supervisors, Assistant Superintendents or Other Professional Assistants*
Annotated Code of Maryland, Family Law Article §§5-701, *ET SEQ.*, *Child Abuse and Neglect*

Related Policies: Board of Education Policy 0200, *Precepts, Beliefs and Values of The*

Baltimore County Public Schools
Board of Education Policy 1110, *Publications, Radio, Television, and Digital Media*
Board of Education 4008, *Data Governance*
Board of Education 4100, *Employee Conduct and Responsibilities*
Board of Education Policy 4101, *Drug-Free Workplace*
Board of Education Policy 4102, *Sexual Harassment*
Board of Education Policy 4103, *Child Abuse and Neglect*
Board of Education Policy 4104, *Technology Acceptable Use Policy (TAUP) for Employees and Approved Non-Employees*
Board of Education Policy 4402, *Separation from Employment*
Board of Education Policy 8360 Sub Series, *Ethics Code*
Board of Education Policy 8410, *Reporting Fraud, Waste, Abuse or Unlawful Acts*

Policy		Board of Education of Baltimore County
Adopted:	11/20/07	
Edited:	07/01/11	
Revised:	12/04/12	
Revised:	07/10/18	