



# SACRAMENTO CITY UNIFIED SCHOOL DISTRICT BOARD OF EDUCATION

Agenda Item# 10.1

**Meeting Date:** November 4, 2021

**Subject:** Public Hearing: Second Reading of Revised Board Policy 4119.21,  
Professional Standards (previously labeled Code of Ethics)

- Information Item Only
- Approval on Consent Agenda
- Conference (for discussion only)
- Conference/First Reading (Action Anticipated: \_\_\_\_\_)
- Conference/Action
- Action
- Public Hearing

**Division:** Legal Services and Human Resource Services

**Recommendation:** Approve revisions to Board Policy 4119.21

**Background/Rationale:** California has many sets of standards and expectations to guide policies, programs, and personnel effectiveness. These standards promote the highest ethical standards, professional behavior, and compliance with state and federal laws.

In order to provide guidelines and principles regarding appropriate conduct and to enhance the integrity of the District and enhance its educational programs, revisions to this policy are necessary. No prior updates to BP 4119.21 have occurred since its adoption in 2002. Such updates include the CSBA's model language.

**Documents Attached:**

1. Executive Summary
2. BP 4119.21 (Redlines)

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| <p><b>Estimated Time of Presentation:</b> 5 Minutes<br/><b>Submitted by:</b> Raoul Bozio, In House Counsel and Cancy McArn,<br/>Chief Human Resources Officer<br/><b>Approved by:</b> Jorge A. Aguilar, Superintendent</p> |
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# Board of Education Executive Summary

Legal Department

Proposed Board Policy (BP) 19.21: Professional Standards (previously labeled Code of Ethics)

November 4, 2021

## I. Overview/History of Department or Program

District employees are expected to maintain the highest ethical standards, behave professionally, follow District policies and regulations, abide by state and federal laws, and exercise good judgment when interacting with students and other members of the District's community.

This policy was adopted in 2002 and has since then not been revised. Updated based off the model provided by the CSBA and aligns with the District's commitment to enhancing the integrity of its school and community.

## II. Driving Governance:

Pursuant to Education Code 44050:

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The educator, believing in the worth and dignity of each human being, recognizes the supreme importance of the pursuit of truth, devotion to excellence, and the nurture of democratic principles. Essential to these goals is the protection of freedom to learn and to teach and the guarantee of equal educational opportunity for all. The educator accepts the responsibility to adhere to the highest ethical standards.

The educator recognizes the magnitude of the responsibility inherent in the teaching process. The desire for the respect and confidence of one's colleagues, of students, of parents, and of the members of the community provides the incentive to attain and maintain the highest possible degree of ethical conduct. The Code of Ethics of the Education Profession indicates the aspiration of all educators and provides standards by which to judge conduct.

The remedies specified by the NEA and/or its affiliates for the violation of any provision of this Code shall be exclusive and no such provision shall be enforceable in any form other than one specifically designed by the NEA or its affiliates.

## PRINCIPLE I

### COMMITMENT TO THE STUDENT

The educator strives to help each student realize his or her potential as a worthy and effective member of society. The educator therefore works to stimulate the spirit of inquiry, the acquisition of knowledge and understanding, and the thoughtful formulation of worthy goals.

In fulfillment of the obligation to the student, the educator –

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