

**FILE: GBC**

**MEDFORD AREA PUBLIC SCHOOL DISTRICT**

**DATE ADOPTED: March 18, 1980**  
**DATE REVISED: December 21, 1995**  
**DATE REVISED: October 21, 1999**  
**DATE REVISED: January 19, 2004**  
**DATE REVISED: August 18, 2005**  
**DATE REVIEWED: September 20, 2012**

**FILE SECTOR: PERSONNEL**  
**POLICY TITLE: STAFF ETHICS**

An effective educational program requires the services of men and women of integrity, high ideals, and human understanding. To maintain and promote these essentials, all employees of the Medford Area Public School District are expected to maintain high standards in their school relationships. These standards include the following:

- The maintenance of just and courteous professional relationships with students, parents, staff members, and others.
- The maintenance of their own efficiency and knowledge of the developments in their fields of work.
- The transaction of all official business with the properly designated authorities of the school system.
- The establishment of friendly and intelligent cooperation between the community and the school system.
- The placement of the welfare of children as the first concern of the school system, thus appointments to positions and promotion must be based solely on merit. The use of pressure on school officials for appointment or promotion is unethical.
- Restraint from using school contracts and privileges to promote partisan politics, sectarian religious views, or selfish propaganda of any kind.
- Directing any criticism of other staff members or of any department of the school system toward the improvement of the school system. Such constructive criticism is to be made directly to the particular school administrator who has the administrative responsibility for improving the situation and then to the district administrator if necessary.

Employees shall comply with Wisconsin Statutes, including the Code of Ethics for Local Government Employees. Specifically, employees shall not:

- Use their position for financial gain or to obtain anything of substantial value for the private benefit of his/her self, his/her immediate family or an organization to which s/he belongs.

- Solicit or accept from any person, directly or indirectly, anything of value if it could be reasonably expected to influence his or her official actions or independent judgment or it could be considered a reward for any action or inaction.
- Take any action that substantially affects a matter in which the employee, a member of his or her immediate family, or an organization with which the employee is associated has a substantial financial interest.
- Use his or her office or position in a way that produces or assists in the production of a substantial benefit, direct or indirect, for the employee, members of his/her immediate family or an organization with which the employee is associated.

**CROSS REFERENCE:**

**LEGAL REFERENCE:** §19.42(7u), §19.59(1)(a)(b), §19.59 (1)(c)1, §19.59 (1)(c)2, §19.59(1m), §118.12(2), §946.12(3), 946.13, Wis. Stats.