

**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**  
**DATE REVISED: September 24, 2018**

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

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

- Maintain just and courteous professional relationships with students, parents, staff members and others.
- Maintain efficiency and knowledge of the developments in their fields-of work.
- Transact all official business with properly designated authorities of the district.
- Establish friendly, intelligent cooperation between the community and the district.
- Place welfare of students as the first concern of the district.
- Prohibit using school contracts and privileges to promote partisan politics, sectarian religious views or selfish propaganda and ideology of any kind.
- Direct criticism of other staff members or departments toward improvement of the district. Constructive criticism is to be made directly to the particular administrator who has the 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. Employees shall not:

- Use their position for financial gain or to obtain anything of substantial value for the private benefit of their self, immediate family or an organization to which they belong.
- Solicit or accept from any person, directly or indirectly, anything of value if it could be reasonably expected to influence their official action, independent judgment or be considered a reward for any action or inaction.

- Take any action that substantially affects a matter in which the employee, a member of their immediate family, or an organization with which the employee is associated has a substantial financial interest.
- Use their 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 their 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.