

Adopted: 1/18/2016

Revised: 5/21/2026

**ROCHESTER BEACON ACADEMY
POLICY No. 430
CODE OF CONDUCT FOR EMPLOYEES LICENSED BY THE PROFESSIONAL EDUCATOR
LICENSING AND STANDARDS BOARD**

I. PURPOSE

The purpose of this policy is to inform all employees licensed by the Professional Educator Licensing and Standards Board (PELSB) of their professional obligations.

II. POLICY STATEMENT

It is the policy of RBA that all licensed employees conduct themselves according to the rules established by PELSB and comply with the highest standards of professional conduct.

III. STANDARDS OF CONDUCT

A. All employees licensed by PELSB, referred to in this policy as "teacher", shall adhere to the following:

1. A teacher shall provide professional education services in a nondiscriminatory manner.
2. A teacher shall make reasonable effort to protect the student from conditions harmful to health and safety.
3. In accordance with state and federal laws, a teacher shall disclose confidential information about individuals only when a compelling professional purpose is served or when required by law.
4. A teacher shall take reasonable disciplinary action in exercising the authority to provide an atmosphere conducive to learning.
5. A teacher shall not use professional relationships with students, parents, and colleagues to private advantage.
6. A teacher shall delegate authority for teaching responsibilities only to licensed personnel.
7. A teacher shall not deliberately suppress or distort subject matter.
8. A teacher shall not knowingly falsify or misrepresent records or facts relating to that teacher's own qualifications or to other teachers' qualifications.
9. A teacher shall not knowingly make false or malicious statements about students or colleagues.
10. A teacher shall accept a contract for a teaching position that requires licensing only if properly or provisionally licensed for that position.

B. To the extent this policy differs from PELSB standards, the PELSB standards govern.

IV. CONSEQUENCES

A teacher who fails to comply with PELSB standards shall be subject to discipline, up to and

including termination.

Legal Reference: Minn. R. 8710.2000 (Code of Ethics for Minnesota Teachers)