STAFF GUIDE:

EMPLOYEE CODE OF PROFESSIONAL EXCELLENCE

GALESBURG COMMUNITY UNIT SCHOOL DISTRICT #205
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**STAFF GUIDE: EMPLOYEE CODE OF PROFESSIONAL EXCELLENCE (IL)**

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DISCLAIMERS

COMPANY

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THIRD-PARTY POLICY SOURCE

THIS PRODUCT VERSION CONTAINS CITATIONS OF A THIRD-PARTY POLICY SOURCE ('ILLINOIS SCHOOL BOARDS ASSOCIATION'), AND WAS DEVELOPED FOR THOSE SCHOOL DISTRICTS THAT HAVE LICENSED POLICY SERVICES FROM THE THIRD-PARTY POLICY SOURCE IN THE SUBJECT STATE. THE COMPANY IS NOT AFFILIATED WITH THE THIRD-PARTY POLICY SOURCE, AND THE THIRD-PARTY POLICY SOURCE HAS NOT ENDORSED THESE MATERIALS FOR USE BY THE LICENSEE FOR ANY PURPOSE.
August 14, 2019

Dear Galesburg Community Unit School District #205 employees:

Throughout its history, our district has maintained and enforced high standards for ethical behavior, responsible conduct, and professional competency. The Galesburg Community Unit School District #205 Employee Code of Professional Excellence (ECPE) is one tool for assisting all district employees in meeting these standards.

The ECPE does not establish new policies or administrative procedures regarding the ethics and conduct of district employees; rather, it is intended to support Board policies, district administrative procedures, and all current collective bargaining agreements between the Board and recognized bargaining units in these areas. Further, the ECPE is not a substitute for good judgment, nor does it cover every possible ethics or conduct situation that may be encountered by employees during their careers.

When in doubt about any specific action or behavior, please consult with your direct supervisor or Human Resources.

Sincerely,

John Asplund
Superintendent
1.0 EMPLOYEE CODE OF PROFESSIONAL EXCELLENCE

BOARD AFFIRMED EMPLOYEE CODE OF PROFESSIONAL EXCELLENCE

Each Galesburg Community Unit School District #205 employee shall:

1. Report to work on time, acceptable for duty and prepared to execute the duties of the job.
2. Prepare for and perform all assigned duties required by one’s job description(s).
3. Comply with legally justifiable directives issued by established lines of authority.
4. Identify, report, and/or control, when possible, unsafe conditions in order to maintain safe and secure working and/or learning environments.
5. Demonstrate respect and integrity when interacting with or discussing students, parents, all employees, community members, and other stakeholders.
6. Comply with federal laws, state statutes, Board policies, and related administrative procedures that prohibit coercive, harassing, threatening, retaliating, or discriminating conduct.
7. Communicate in a truthful and timely manner about matters germane to the District.
8. Acquire, use, maintain, and dispose of District assets in an ethical and responsible manner in accordance with federal laws, state statutes, Board policies, and related administrative procedures.
9. Maintain confidentiality of information as required under federal laws, state statutes, Board policies, and related administrative procedures.
10. Report actions that may represent violations of federal laws, state statutes, Board policies, and/or related administrative procedures.
11. Refrain from any behavior that interferes with either one’s ability to fully perform one’s duties as assigned, or the legitimate operational interests of the District.
12. Comply with all other federal laws, state statutes, Board policies, and related administrative procedures.

Approved for distribution this 12 day of August, 2019.

Signed: [Signatures]

Tawanda Cervantes, President, Galesburg CUSD #205 Board of Education

Signed: [Signatures]

Rod Sherpe, Vice President, Galesburg CUSD #205 Board of Education

Signed: [Signatures]

Galesburg CUSD #205 Board of Education

Signed: [Signatures]

Member, Galesburg CUSD #205 Board of Education

Signed: [Signatures]

Rodney Phelps, Member, Galesburg CUSD #205 Board of Education

Signed: [Signatures]

Courtney Rodriguez, Member, Galesburg CUSD #205 Board of Education

Signed: [Signatures]

Nicholas Walters, Member, Galesburg CUSD #205 Board of Education

Signed: [Signatures]

John Asplund, Superintendent, Galesburg Community Unit School District #205
1.0 EMPLOYEE CODE OF PROFESSIONAL EXCELLENCE (CONT’D)

ACKNOWLEDGEMENT OF RECEIPT: ECPE

I acknowledge that I have read, understood, been given an opportunity to ask questions about, and agree to abide by by the Galesburg CUSD #205 Board-Affirmed Employee Code of Professional Excellence (ECPE). My signature below does not necessarily indicate agreement with the ECPE, but I understand that the Board will hold me accountable for the standards referenced herein.

This notice will be issued to each Galesburg Community Unit School District #205 employee on an annual basis, and a copy of his or her acknowledgement will be retained in the employee’s Personnel Record.

<table>
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* c. Personnel Record
2.0 ECPE VIOLATIONS

POTENTIAL VIOLATIONS OF POLICY ALONE

The following actions and/or behaviors represent grounds for disciplinary action within the District based on violations of Board policy alone:

ATTENDANCE, PUNCTUALITY, OR CONTRACT DAY POLICY VIOLATION

Definition: This ECPE violation means any conduct that involves a lack of compliance with an established Board policy, approved schedule, routine, or procedure relating to an Employee’s availability for duty, or time on duty.

Examples: Include, but are not limited to, the following:

- Taking leave in a manner inconsistent with Board policy or the Agreement.
- Being Absent Without Leave.
- Failing to follow proper absence notification procedures (e.g., neglecting to complete leave request forms, or failing to do so in accordance with established time guidelines).
- Arriving late or leaving an assigned duty station early without prior authorization.
- Conducting association business during the contract day without authorization.

Related alignments include, but are not limited to, the following:

Federal Level: 

State Level: 
2.0 ECPE VIOLATIONS (CONT’D)

POTENTIAL VIOLATIONS OF POLICY ALONE (CONT’D)

ATTENDANCE, PUNCTUALITY, OR CONTRACT POLICY VIOLATION (CONT’D)

Ethics Code: CEIE 1; 2; 3; 5

Board Level:

See also related administrative procedures and/or exhibits

Agreement Level:
GEA 2.1; 2.2; 3.6; 3.10; 4.4; 8.10; 8.1 et seq.; 10.9; 10.10; 10.11; 10.12; 10.20; 10.21; 11.6; 12.3; 12.6; 12.8; 15.1 et seq.; 16.1 et seq.; 17.1 et seq.; 18.1 et seq.; 19.4; 21.1; 23.1; 23.2B; 25.1; 25.2; 25.3; 26.8A; 26.8B; 26.8C; 26.8D; 26.8E; 26.11A; 26.11C; 26.11D; 26.12; 29.1A et seq.; 30.1; 30.1A; 32

SEIU 73 (CMT) 1; 1.3 (Transportation); 2; 2.3 (Transportation); 3.1 (Transportation); 3.2; 3.2 (Transportation); 4.1 (Transportation); 4.2 (Transportation); 4.3 (Transportation); 5.2; 5.3; 6.3 (Custodian); 6.3 (Custodian and Maintenance); 6.5 (Custodian); 6.6 (Custodian); 6.6 (Custodian and Maintenance); 6.8 (Custodian and Maintenance); 7.1; 9.1; 9.2; 9.3; 9.4; 10.1; 10.2; 10.3; 10.4; 13.1A; 13.1B; 14; 16.1; 16.2; 16.3; 16.4; 16.5; 16.6; 17.1; 17.2; 17.3; 22.1; 22.2; 22.3; 22.4; 22.5; 22.6; 22.7; 22.8; 24; 25.3; 25.4; 27.4; 27.6; 27.7

SEIU 73 (FS) 1.2; 2; 3.1; 3.2; 4.5; 4.6; 5.1; 7.1; 7.2; 8.1; 8.2; 11.1; 12.1 et seq.; 14.1; 14.2; 14.3; 14.4; 15.1; 15.2; 15.3; 23.4; 23.7; 23.8; 23.9; 24.1; 24.2
2.0 ECPE VIOLATIONS (CONT’D)

POTENTIAL VIOLATIONS OF POLICY ALONE (CONT’D)

BREACH OF CHAIN OF COMMAND PROTOCOL

Definition: This ECPE violation means any conduct that bypasses an established line of authority under Board policy without authorization.

Examples: Include, but are not limited to, the following:

- Bringing a problem to a District level Supervisor that could have been directly addressed at the building or site level or encouraging others to do so.
- Failing to follow established Grievance channels.
- Requesting that a higher level Supervisor overrule an operational decision by a lower level Supervisor that was within the scope of his or her authority to make.

Related alignments include, but are not limited to, the following:

Federal Level: NONE

State Level: 5 ILCS 315/8; 105 ILCS 5/10-20.5; 105 ILCS 5/10-21.4; 105 ILCS 5/10-21.4a; 105 ILCS 5/34-2.4c; 105 ILCS 5/34-19

Ethics Code: CEIE 1; 2; 5


See also related administrative procedures and/or exhibits

Agreement Level: GEA 3.6; 4.4; 8.1 et seq.; 23.1; 23.2B

SEIU 73 (CMT) 2; 13.1A; 13.1B; 14

SEIU 73 (FS) 2; 3.2; 11.1; 12.1 et seq.
DISHONESTY (NON-CRIMINAL)

Definition:
This ECPE violation means any conduct: 1) That involves a verbal lack of truthfulness or deception; and 2) That is a matter of interest to the District only.

Examples:
Include, but are not limited to, the following:

• Engaging in an act of commission (e.g., misrepresenting facts in a non-criminal manner, such as the reporting of an uncompleted task as completed; or failing to make a required report, when such failure does not have potential criminal consequences).
• Engaging in an act of omission (e.g., failing to relate all pertinent details to a Supervisor, such as giving an incomplete account of an event or incident).

Related alignments include, but are not limited to, the following:

Federal Level: *Education Department General Administrative Regulations [EDGAR; 34 CFR §74-86 and 97-99]*


Ethics Code: *CEIE* 1; 2; 5

Board Level: *GCUSD* 1:30; 2:10; 2:100; 2:105; 3:10; 4:10; 4:30; 4:40; 4:50; 4:55; 4:60; 4:80; 5:10; 5:20; 5:30; 5:60; 5:120; 5:200; 6:340; 8:80

See also related administrative procedures and/or exhibits

Agreement Level: *GEA* 3.6; 4.4; 10.13; 23.1; 23.2B; 26.7

*SEIU 73 (CMT)* 2; 13.1A; 13.1B; 20

*SEIU 73 (FS)* 2; 3.2; 4.4; 11.1; 18
2.0 ECPE VIOLATIONS (CONT’D)
POTENTIAL VIOLATIONS OF POLICY ALONE (CONT’D)

DRESS CODE VIOLATION

Definition: This ECPE violation means any unauthorized deviation from the expectations for Employee attire, appearance, or hygiene outlined in Board policy, District administrative procedures, and/or an applicable Agreement While on Duty.

Examples: Include, but are not limited to, the following:

- Dressing in a manner inconsistent with one’s professional responsibilities While on Duty, such as:
  - Wearing clothing that is not appropriate to the primary function of the Employee (e.g., running shorts, spandex shorts, or other exercise clothing while not engaged in active coaching or physical education duties); or
  - Neglecting to wear a uniform when required.

- Dressing in a manner that does not communicate pride in personal appearance to students While on Duty, such as:
  - Wearing clothing that is unclean or in a poor state of repair (e.g., clothing with frays, spots, holes, or tears); or
  - Wearing jeans, blue jeans, or denim in a manner that does not reflect a professional appearance.

- Dressing in a manner that may disrupt the classroom atmosphere, educational process, or Workplace While on Duty, such as:
  - Wearing clothing that is overly revealing (e.g., exposes undergarments, breasts, chests, or midriffs; skirts, dresses, or dress shorts shorter than mid-thigh); or
  - Wearing clothing that displays abusive, vulgar, or offensive language or symbols (e.g., profanity; obscene gestures; or references to Alcohol, tobacco products, drugs, or sexual activity); or
  - Wearing clothing that displays a Political Message.

- Dressing in a manner that may cause a health or safety hazard While on Duty, such as:
  - Wearing hats or caps inside buildings;
  - Wearing rubber thongs or other unsafe footwear;
  - Wearing clothing that causes an unsafe working environment (e.g., loose clothing around machinery or flammable clothing around a source of flame);
  - Neglecting to wear safety equipment when required; or
  - Neglecting to wear a Board-issued ID badge when required.

Related alignments include, but are not limited to, the following:

2.0 ECPE VIOLATIONS (CONT’D)

POTENTIAL VIOLATIONS OF POLICY ALONE (CONT’D)

DRESS CODE VIOLATION (CONT’D)


Ethics Code: CEIE 1; 5

Board Level: GCUSD 1:30; 2:10; 3:10; 5:120; 5:200; 5:240

See also related administrative procedures and/or exhibits

Agreement Level: GEA 3.6; 4.4; 23.1; 23.2B; 26.13

SEIU 73 (CMT) 1.3 (Transportation); 2; 3.1; 5.2; 13.1A; 13.1B; 21

SEIU 73 (FS) 2; 3.2 11.1; 19.1; 19.2
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2.0 ECPE VIOLATIONS (CONT’D)

POTENTIAL VIOLATIONS OF POLICY ALONE (CONT’D)

FALSIFICATION OF OR FAILURE TO ACCURATELY PROVIDE INFORMATION (NON-CRIMINAL)

Definition:  This ECPE violation means any conduct: 1) That involves a non-verbal lack of truthfulness or deception; and 2) That is a matter of interest to the District only.

Examples:  Include, but are not limited to, the following:

- Misrepresenting one’s professional qualifications.
- Falsifying documentation related to the completion of in-service or continuing education credit hours.
- Making a non-disqualifying false statement on an application for employment.
- Writing a recommendation for employment, promotion, admission, or a scholarship known to contain incorrect information.
- Knowingly making a false statement on a written performance evaluation.
- Knowingly assigning an improper grade to a student.
- Knowingly filing an inaccurate report.
- Failing to account for the receipt, deposit, or disbursal of funds in a manner required by policy and/or procedure.

Related alignments include, but are not limited to, the following:

Federal Level:  

State Level:  

Ethics Code:  

Board Level:  

Agreement Level:  

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2.0 ECPE VIOLATIONS (CONT’D)

POTENTIAL VIOLATIONS OF POLICY ALONE (CONT’D)

INADEQUATE PREPARATION FOR EMPLOYEE JOB RESPONSIBILITIES

Definition:  This ECPE violation means any demonstration of substandard and/or inconsistent use of required skills or resources to fulfill the duties established in one’s job description(s).

Examples:  Include, but are not limited to, the following:

- Failing to prepare for the optimal execution of job responsibilities as assigned.
- Failing to perform other duties as assigned.
- Failing to attend staff meetings.
- Remaining unwilling or unable to plan for the optimization of allotted time.
- Failing to plan for and provide adequate direction during an absence.
- Remaining unwilling to grow in the use of equipment, resources, and/or technological advances appropriate for assigned duties.
- Performing duties outside of one’s job classification without approval.

Related alignments include, but are not limited to, the following:

Federal Level:  NONE


23 IAC 1.285; 23 IAC 226.10 et seq.; 23 IAC 227.10 et seq.; 23 IAC 1.610; 23 IAC 1.630; 23 IAC 1.705 et seq.; 23 IAC 25.10 et seq.; 23 IAC 50.10 et seq.
2.0 ECPE VIOLATIONS (CONT’D)

POTENTIAL VIOLATIONS OF POLICY ALONE (CONT’D)

INADEQUATE PREPARATION FOR EMPLOYEE JOB RESPONSIBILITIES (CONT’D)

Ethics Code: CEIE 1; 2; 3; 5

Board Level: GCUSD 1:30; 2:10; 2:120; 3:10; 3:40; 3:50; 5:30; 5:100; 5:120; 5:190;
6:130; 6:270; 7:190; 7:250; 7:290

See also related administrative procedures and/or exhibits

Agreement Level: GEA 3.6; 4.4; 10.15; 10.17; 12.2; 12.6; 12.7; 12.8; 12.9; 12.10; 12.11;
13.1; 21.2; 23.1; 23.2B; 26.8A; 26.8B; 27.1 et seq.

SEIU 73 (CMT) 1.3 (Transportation); 2; 2.3 (Transportation); 3.1; 3.2;
6.1 (Custodian); 6.2 (Custodian); 6.4 (Custodian and Maintenance); 6.5
(Custodian); 6.6 (Custodian); 6.6 (Custodian and Maintenance); 6.7
(Custodian and Maintenance); 13.1A; 13.1B; 15.4

SEIU 73 (FS) 2; 3.1; 3.2; 4.3; 4.6; 4.7; 11.1
INADEQUATE SUPERVISION OF STAFF

Definition: This ECPE violation means any conduct involving the neglect or failure to provide reasonable monitoring, guidance, oversight, or direction to subordinates, substitutes, student teachers, or volunteers while on duty.

Examples: Include, but are not limited to, the following:

- Delegating staff supervision responsibilities to an individual not authorized to fulfill them.
- Failing to properly orient new employees to their work environments.
- Failing to ensure that subordinates are provided sufficient opportunities or equipment to demonstrate the skills needed to perform their job duties as required.
- Neglecting performance evaluation responsibilities.
- Neglecting to communicate with subordinates in a timely manner.
- Knowingly neglecting to address an ECPE violation when required to do so by the District.

Related alignments include, but are not limited to, the following:

Federal Level: NONE

State Level: 5 ILCS 315/3(r); 105 ILCS 5/10-20.5; 105 ILCS 5/10-21.4a; 105 ILCS 5/13-43.10; 105 ILCS 5/21A-10; 105 ILCS 5/21A-20; 105 ILCS 5/34-19

Ethics Code: CEIE 1; 2; 3; 5

Board Level: GCUSD 1:30; 2:10; 3:10; 5:120; 5:200; 5:220; 5:240; 5:260; 6:250

See also related administrative procedures and/or exhibits

Agreement Level: GEA 3.6; 4.4; 8.1 et seq.; 10.16; 11.2; 11.7; 12.2; 12.6; 12.8; 23.1; 23.2B

SEIU 73 (CMT) 1; 1.3 (Transportation); 2; 2.1 (Transportation); 3.2; 6.4 (Custodian); 6.1 (Custodian and Maintenance); 13.1A; 13.1B; 14

SEIU 73 (FS) 1.2; 2; 3.1; 3.2; 11.1; 12.1 et seq.
2.0 ECPE VIOLATIONS (CONT’D)
POTENTIAL VIOLATIONS OF POLICY ALONE (CONT’D)

INADEQUATE SUPERVISION OF STUDENTS

Definition:
This ECPE violation means any conduct involving the neglect or failure to provide assigned monitoring, oversight, direction, and/or guidance to students While on Duty.

Examples:
Include, but are not limited to, the following:

- Knowingly leaving students unsupervised during a school-related event or activity (e.g., an athletic function, an athletic practice, an approved activity, a field trip, during recess, or while performing an assigned duty).
- Knowingly placing students in a hallway during instructional time without proper oversight.
- Knowingly engaging in actions or behaviors on assigned duty that distract from supervision responsibilities.
- Knowingly neglecting to address a Student Code of Conduct (SCOC) violation when required to do so by the District.

Related alignments included, but are not limited to, the following:

**Federal Level:** NONE

**State Level:**

23 IAC 1.280; 23 IAC 1.285; 23 IAC 1.290; 23 IAC 1.630; 23 IAC 25.510

**Ethics Code:** CEIE 1; 2; 3; 5

**Board Level:**

See also related administrative procedures and/or exhibits

**Agreement Level:**
GEA 3.6; 4.4; 10.16; 11.2; 11.3; 11.4; 23.1; 23.2B; 26.11A; 26.11B; 28.1A et seq.
2.0 ECPE VIOLATIONS (CONT’D)
POTENTIAL VIOLATIONS OF POLICY ALONE (CONT’D)

INADEQUATE SUPERVISION OF STUDENTS (CONT’D)

SEIU 73 (CMT) 2; 2.4 (Transportation); 6.9 (Custodian and Maintenance); 13.1A; 13.1B
SEIU 73 (FS) 2; 3.2; 11.1
2.0 ECPE VIOLATIONS (CONT’D)

POTENTIAL VIOLATIONS OF POLICY ALONE (CONT’D)

INAPPROPRIATE, ABUSIVE, OR OFFENSIVE CONDUCT (NON-CRIMINAL)

Definition: This ECPE violation means any conduct: 1) That is inappropriate or unacceptable in the environment in which it occurs; and 2) That is a matter of interest to the District only.

Examples: Include, but are not limited to, the following:
- Engaging in conduct directed toward supervisors, employees, students, or others that is improper for the circumstances in which it occurs.
- Engaging in discourteous, derisive, or disruptive action(s) or behavior(s).
- Failing to follow an established operational procedure.
- Engaging in an act of retaliation not prohibited by law.

Related alignments include, but are not limited to, the following:

Federal Level: *Occupational Safety & Health Act of 1970 [OSHA; 29 USC §651 et seq.; Public Law 91-596; 29 CFR §1910.1 et seq.]; Education Department General Administrative Regulations [EDGAR; 34 CFR §74-86 and 97-99]*

STAFF GUIDE:
EMPLOYEE CODE OF PROFESSIONAL EXCELLENCE (IL)

2.0 ECPE VIOLATIONS (CONT'D)
POTENTIAL VIOLATIONS OF POLICY ALONE (CONT'D)

INAPPROPRIATE, ABUSIVE, OR OFFENSIVE CONDUCT (NON-CRIMINAL) (CONT'D)


23 IAC 1.280; 23 IAC 1.285; 23 IAC 1.290; 23 IAC 1.420; 23 IAC 100.20; 23 IAC 100.70; 23 IAC 100.80; 23 IAC 226.10 et seq.; 23 IAC 227.10 et seq.; 92 IAC 458.1000 et seq.

Ethics Code:
CEIE 1; 2; 3; 4; 5

Board Level:
2.0 ECPE VIOLATIONS (CONT’D)

POTENTIAL VIOLATIONS OF POLICY ALONE (CONT’D)

INAPPROPRIATE, ABUSIVE, OR OFFENSIVE CONDUCT (NON-CRIMINAL) (CONT’D)

See also related administrative procedures and/or exhibits

Agreement Level:

GEA 3.5; 3.6; 3.7; 3.8; 3.9; 3.10; 3.12; 4.4; 8.1 et seq.; 9.2; 9.8; 10.1; 10.7; 10.13; 10.14; 10.16; 10.17; 10.19; 11.1; 11.2; 11.3; 11.4; 11.5; 11.8; 12.3; 12.4; 12.5; 12.6; 12.8; 13.1; 21.3; 23.1; 23.2C; 24.1; 24.2; 26.7; 28.1A et seq.

SEIU 73 (CMT) 1; 1.2 (Transportation); 1.3 (Transportation); 2; 2.5 (Transportation); 3.1; 3.1; 3.2; 5.2; 5.3; 6.1 (Custodian); 6.2 (Custodian); 6.3 (Custodian and Maintenance); 6.4 (Custodian and Maintenance); 6.5 (Custodian); 6.6 (Custodian); 6.10 (Custodian and Maintenance); 7.2; 8; 13.1A; 13.1B; 13.3B; 14; 20; 25.1; 25.2; 25.3; 25.4; 26; 27.6; 27.8;

SEIU 73 (FS) 1.2; 1.3; 1.4; 2; 3.1; 3.2; 4.2; 4.4; 4.6; 4.7; 5.2; 6.1; 11.1; 11.3; 12.1 et seq.; 18; 21.1; 21.2; 22; 23.6; 23.8; 23.10
2.0 ECPE VIOLATIONS (CONT’D)

POTENTIAL VIOLATIONS OF POLICY ALONE (CONT’D)

INAPPROPRIATE USE OF TECHNOLOGY RESOURCES

Definition:
This ECPE violation means any conduct: 1) That violates one or more Board Acceptable and Safe Use of Technology Policies (ASUTPs) and/or the related Acceptable Use Agreements (AUAs); and 2) That is a matter of interest to the District only.

Examples:
Include, but are not limited to, the following:
- Using District technology resources excessively for personal reasons; providing authentication data to unauthorized parties (e.g., giving a student the password to a computer or program).
- Accessing online websites deemed unacceptable by the District during While on Duty (e.g., using Social Media for personal reasons during the contractual work day).
- Accessing or displaying materials, content, or information deemed unacceptable by the District using the Network.
- Failing to monitor student use of technology or failing to limit student access to the Internet and/or World Wide Web as required.
- Compromising Network security either Intentionally or through neglect.
- Knowingly failing to monitor the safety and security of minor students using electronic mail, chat rooms or other forms of direct electronic communications.
- Connecting personal equipment to hardware or the Network in a manner that violates Board policy.
- Loading unapproved software on computers owned by the District.
- Transferring or permitting the transfer of District software to personal computers.

Related alignments include, but are not limited to, the following:

Federal Level:

State Level:

Ethics Code:
- CEIE 1; 2; 5

Board Level:

See also related administrative procedures and/or exhibits

Agreement Level:
- GEA 3.6; 4.4; 9.3; 9.5; 9.9; 23.1; 23.2B
2.0 ECPE VIOLATIONS (CONT’D)

POTENTIAL VIOLATIONS OF POLICY ALONE (CONT’D)

INAPPROPRIATE USE OF TECHNOLOGY RESOURCES (CONT’D)

SEIU 73 (CMT) 2; 2.6 (Transportation); 6.11 (Custodian and Maintenance); 13.1A; 13.1B

SEIU 73 (FS) 2; 3.2; 4.10; 11.1
2.0 ECPE VIOLATIONS (CONT’D)

POTENTIAL VIOLATIONS OF POLICY ALONE (CONT’D)

INSUBORDINATION

Definition: This ECPE violation means any refusal to comply with a legitimate directive issued by a duly empowered source of authority which the Employee had both the knowledge of, and the capacity to, carry out.

Examples: Include, but are not limited to, the following:

- Refusing to complete a reasonably assigned task.
- Acting in defiance of an established authority.
- Failing to recognize or refusing to submit to an established authority to which the Employee is subordinate.
- Disobeying the legal directive of an established authority.
- Defying an established authority.
- Being involved in an illegal revolt against established authority.

Related alignments include, but are not limited to, the following:

Federal Level: NONE

State Level: 105 ILCS 5/8-20; 105 ILCS 5/10-20.5; 105 ILCS 5/34-8.3; 105 ILCS 5/34-19

Ethics Code: CEIE 1; 2; 5

Board Level: GCUSD 1:30; 2:10; 3:10; 5:120; 5:200; 5:240

See also related administrative procedures and/or exhibits

Agreement Level: GEA 3.6; 4.4; 23.1; 23.2B

SEIU 73 (CMT) 2; 13.1A; 13.1B

SEIU 73 (FS) 2; 3.2; 11.1
LACK OF TEAMWORK

Definition: This ECPE violation means any conduct involving a refusal to work cooperatively with others or to implement agreed-upon strategies with a designated or assigned team.

Examples: Include, but are not limited to, the following:

- Refusing to share resources as appropriate with team members.
- Remaining unavailable for planning activities with other team members.
- Refusing to cooperate with other team members.
- Failing to communicate with others in advance of an expected absence when required.
- Refusing to offer or render assistance to other employees, substitutes, or parents/guardians as needed, when requested, and/or without reason.
- Impeding the progress of a work team without any rational basis.
- Neglecting to communicate with parents, stakeholders, or community partners as expected.

Related alignments include, but are not limited to, the following:

Federal Level: NONE


Ethics Code: CEIE 1; 2; 3; 4; 5


See also related administrative procedures and/or exhibits

Agreement Level: GEA 1.1; 1.2; 3.6; 4.4; 23.1; 23.2B; 24.1; 24.2

SEIU 73 (CMT) 1.3 (Transportation); 2.2 (Transportation); 2; 13.1A; 13.1B

SEIU 73 (FS) 2; 3.2; 4.7; 4.8; 11.1
OFF-DUTY MISCONDUCT

Definition: This ECPE violation means any conduct: 1) That occurs outside of the Workplace, contract day, or work day that impacts the ability of an Employee to perform his or her job duties, undermines the legitimate interests of the District, or creates a disruption of District operations; and 2) That is a matter of interest to the District only.

Examples: Include, but are not limited to, the following:

- Accepting part-time employment or engaging in any outside activity that creates an actual or a potential conflict of interest for the Employee or the District.
- Accepting part-time employment or engaging in any outside activity that creates a disruption within the District.
- Selling or publishing works containing the intellectual property of the District without prior written approval.
- Speaking on behalf of the District without authorization.
- Misrepresenting the District in person, in print, or on websites.
- Posting information on Social Media that disrupts, interferes with the goals of, or unduly harms the District.

Related alignments include, but are not limited to, the following:

Federal Level: NONE

State Level: *Illinois Local Governmental Employees Political Rights Act [50 ILCS 135/1 et seq.]; 105 ILCS 5/10-20.5; 105 ILCS 5/10-23.10; 105 ILCS 5/22-5; 105 ILCS 5/24-1.1; 105 ILCS 5/24-6.1; 105 ILCS 5/34-18; 105 ILCS 5/34-19*

Ethics Code: CEIE 1; 2; 4; 5


See also related administrative procedures and/or exhibits

Agreement Level: GEA 3.6; 3.7; 3.8; 3.9; 3.10; 4.4; 9.3; 10.20; 23.1; 23.2B; 26.7; 26.11D; 29.1A et seq.; 30.1

SEIU 73 (CMT) 2; 7.2; 9.1; 9.2; 9.3; 13.1A; 13.1B; 27.6

SEIU 73 (FS) 2; 3.2; 5.2; 7.1; 7.2; 7.3; 11.1; 23.8
2.0 ECPE VIOLATIONS (CONT’D)
POTENTIAL VIOLATIONS OF POLICY ALONE (CONT’D)

TOBACCO POLICY VIOLATION

Definition: This ECPE violation means any conduct that violates the Board Tobacco-Free Schools Policy (TFSP).

Examples: Include, but are not limited to, the following [GCUSD 3215, 4215, 7434, and 9160]:

- Using Tobacco on school property.
- Using Tobacco within any enclosed facility owned or leased or contracted for by the Board.
- Using Tobacco in areas directly or indirectly under the control of the Board immediately adjacent to locations of ingress or egress to such facilities.
- Using Tobacco in Board-owned and/or operated vehicles used to transport students or other Board-owned and/or operated vehicles.
- Using Tobacco at any school-related event (except at designated times and in designated areas).

Related alignments include, but are not limited to, the following:


State Level: 105 ILCS 5/10-20.5; 105 ILCS 5/10-20.5b; 105 ILCS 5/34-18.11; 105 ILCS 5/34-19; Smoke Free Illinois Act [410 ILCS 82/1 et seq.]

Ethics Code: CEIE 1; 2; 5

Board Level: GCUSD 1:30; 2:10; 3:10; 5:50; 5:120; 5:240; 6:50; 6:60; 8:30

See also related administrative procedures and/or exhibits

Agreement Level: GEA 3.6; 4.4; 23.1; 23.2B

SEIU 73 (CMT) 2; 2.7 (Transportation); 6.12 (Custodian and Maintenance); 13.1A; 13.1B

SEIU 73 (FS) 2; 3.2; 4.9; 11.1
2.0 ECPE VIOLATIONS (CONT’D)

POTENTIAL VIOLATIONS OF POLICY ALONE (CONT’D)

OTHER POLICY VIOLATION

Definition: This ECPE violation means any conduct not specified elsewhere in this section of the ECPE: 1) That involves neglect or failure to follow a policy, rule, or procedure of the school or District; and 2) That is a matter of interest to the District only.

Examples: Include, but are not limited to, the following:

- Engaging in an action or behavior that violates a Board policy or an established administrative procedure.
- Engaging in an action or behavior that violates a regulatory directive of the Superintendent or his/her designee of which the Employee has been made duly aware.

Related alignments include, but are not limited to, the following:

Federal Level: Includes any federal level statutes or implementing regulations (non-criminal/non-civil) not otherwise specified

State Level: Includes 105 ILCS 5/10-20.5 and any state level statutes (non-criminal/non-civil) not otherwise specified

Includes 23 IAC1.440, 23 IAC25.510, 23 IAC25.520, 77 IAC §665.100 et seq., 77 IAC §665.240, any state level implementing regulations (non-criminal/non-civil) not otherwise specified

Ethics Code: Includes CEIE 1, 2, and 5

Board Level: Includes GCUSD 1:30, 2:10, 3:10, 5:120, 5:200, 5:240, 6:10, and any Board level policies (non-criminal/non-civil) not otherwise specified

See also related administrative procedures and/or exhibits

Agreement Level: Includes GEA 3.6, 4.4, 23.1, 23.2B, and any Agreement level provisions (non-criminal/non-civil) not otherwise specified

Includes SEIU 73 (CMT) 2, 13.1A, 13.1B, and any Agreement level provisions (non-criminal/non-civil) not otherwise specified

Includes SEIU 73 (FS) 2, 3.2, 11.1, and any Agreement level provisions (non-criminal/non-civil) not otherwise specified
2.0 ECPE VIOLATIONS (CONT'D)

POTENTIAL VIOLATIONS OF CIVIL STATUTE

The following actions and/or behaviors represent grounds for disciplinary action within the District based on violations of Board policy that may also involve violations of federal and/or state civil law:

BREACH OF CONFIDENTIALITY

Definition: This ECPE violation means any act, or failure to act: 1) That involves the inappropriate access, use, disclosure, misuse, lack of protection, or improper disposition of private, confidential, restricted, secure, or proprietary information, data, or records; and 2) That may be a matter of interest to an outside agency.

Examples: Include, but are not limited to, the following:

- Compromising financial, payroll, personnel, student, or health records.
- Disclosing identifiable educational data or other information under FERPA, IDEA, or HIPAA in an improper manner.
- Accessing or using information within an IEP, Section 504 Plan, ADA Plan or other confidential record without a “need to know”.
- Disclosing potentially sensitive District operational information without proper authorization.
- Assisting an unauthorized user to access secure information.
- Leaving confidential information unattended in a non-secure area.
- Removing sensitive data from the District either physically or electronically regardless of purpose or stated intent.
- Disposing of protected information in a manner contrary to established routine or Board policy.
- Disclosing Private Information about staff or students on Social Media.

Related alignments include, but are not limited to, the following:


State Level: IL Constitution, Article I, §1 and §6; Illinois Open Meetings Act [5 ILCS 120/1 et seq.]; Illinois Freedom of Information Act [FOIA; 5 ILCS 140/1 et seq.]; Illinois Identity Protection Act [5 ILCS 179/1 et seq.]; 5 ILCS 315/3(c); 5 ILCS 315/6(c); 5 ILCS 315/7; 5 ILCS 315/7.5; 5 ILCS 315/8; 5 ILCS 315/9; 5 ILCS 315/10(a)(5); 5 ILCS 315/10(b)(5); Illinois Local Records Act [50 ILCS 205/1 et seq.]; 105 ILCS 5/2.3.132; 105 ILCS 5/10-17a; 105 ILCS 5/10-20.1; 105 ILCS 5/10-20.5; 105 ILCS 5/10-20.5a; 105 ILCS 5/10-20.14; 105 ILCS 5/10-20.38;
2.0 ECPE VIOLATIONS (CONT’D)

POTENTIAL VIOLATIONS OF CIVIL STATUTE (CONT’D)

BREACH OF CONFIDENTIALITY (CONT’D)


20 IAC 1290.10 et seq.; 23 IAC 1.280; 23 IAC1.660; 23 IAC 226.10 et seq.; 23 IAC 227.10 et seq.; 23 IAC 375.10 et seq.

Ethics Code:
CEIE 1, 2, 3, 4, 5

Board Level:

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2.0 ECPE VIOLATIONS (CONT’D)

POTENTIAL VIOLATIONS OF CIVIL STATUTE (CONT’D)

BREACH OF CONFIDENTIALITY (CONT’D)

See also related administrative procedures and/or exhibits

Agreement Level:

GEA 3.2; 3.3; 3.4; 3.6; 3.11; 4.4; 8.1 et seq.; 9.8; 10.2; 10.4; 10.5; 10.13; 11.5; 12.4; 12.6; 12.7; 12.8; 12.12; 22.1; 23.1; 23.2B; 26.1D

SEIU 73 (CMT) 1.2 (Transportation); 1.3 (Transportation); 2; 3.1; 3.2; 11.3; 13.1A; 13.1B; 13.3B; 14; 27.1; 27.3

SEIU 73 (FS) 2; 3.1; 3.2; 10.3; 11.1; 11.3; 12.1 et seq.; 23.1; 23.3
DISCRIMINATION

Definition: This ECPE violation means any act, or failure to act: 1) That unreasonably and unfavorably differentiates treatment of others based solely on their membership in a socially distinct group or category, such as race, color, national origin, sex (including sexual orientation and transgender identity), disability, age, religion, military status, ancestry, genetic information, or any other basis in federal law, state statute, Board policy, or the Agreement; and 2) That may be a matter of interest to an outside agency.

Examples: Include, but are not limited to, the following:

- Making inappropriate comments referencing any of the above.
- Seeking Dismissal of an Employee based on his or her age.
- Excluding student subgroups from opportunities available to other students.
- Harassing an individual on the basis of his or her faith.
- Denying a promotion opportunity to a subordinate on the basis of his or her membership (or non-membership) in a Labor Organization or other professional organization.
- Disparaging a student or staff member based on his or her real or perceived sexual orientation or gender identity.

Related alignments include, but are not limited to, the following:

2.0 ECPE VIOLATIONS (CONT’D)

POTENTIAL VIOLATIONS OF CIVIL STATUTE (CONT’D)

DISCRIMINATION (CONT’D)


State Level:


4 IAC §1300.10 et seq.; 23 IAC 1.240; 23 IAC 1.280; 23 IAC 1.520; 23 IAC 200.10 et seq.; 23 IAC 226.10 et seq.; 23 IAC 227.10 et seq.; 71 IAC 400.110 et seq.

Ethics Code:

CEIE 1; 2; 3; 4; 5

Board Level:

2.0 ECPE VIOLATIONS (CONT’D)

POTENTIAL VIOLATIONS OF CIVIL STATUTE (CONT’D)

DISCRIMINATION (CONT’D)

See also related administrative procedures and/or exhibits

Agreement Level:

GEA 3.5; 3.6; 4.4; 8.1 et seq.; 10.13; 10.14; 23.1; 23.2B

SEIU 73 (CMT) 1; 1.2 (Transportation); 2; 3.1; 13.1A; 13.1B; 14; 26

SEIU 73 (FS) 2; 3.2; 4.7; 11.1; 12.1 et seq.; 22; 23.6
2.0 ECPE VIOLATIONS (CONT’D)

POTENTIAL VIOLATIONS OF CIVIL STATUTE (CONT’D)

SEXUAL HARASSMENT

Definition: This ECPE violation means any act, or failure to act: 1) That involves the unwelcome sexual advances, requests for sexual favors or other verbal or physical conduct of a sexual nature that may be a matter of interest to an outside agency when: 1) Submission to such conduct is made, either explicitly or implicitly, a term or condition of a person’s employment or educational development; 2) Submission to, or rejection of, such conduct by an individual is used as the basis for employment or education decisions affecting such individual or 3) Such conduct has the purpose or effect of unreasonably interfering with an individual’s work (or educational) performance or creating an intimidating, hostile, or offensive work (or educational) environment [29 CFR §1604.11(a)]; and 2) That may be a matter of interest to an outside agency.

Examples: Include, but are not limited to, the following:

• Engaging in prohibited physical actions or behaviors (e.g., unwelcome sexual advances; touching; indecent exposure; or sexual contact).
• Engaging in prohibited verbal actions or behaviors (e.g., unwelcome requests for sexual favors; propositions or pressure for sexual activity; continued suggestions for a date or social activity outside the workplace after it has been made clear that such suggestions are unwelcome; unwanted or offensive flirtations; offensive jokes; suggestive remarks; sexual innuendos or double entendres; lewd comments; inquiring about someone’s sexual preferences, fantasies or activities; and sexually harassing communications).
• Engaging in prohibited non-verbal actions or behaviors (e.g., the display of pornographic or sexually suggestive images, objects, written materials, emails, text-messages or faxes; leering; whistling, or sexually suggestive gestures, movements, or facial expressions).
• Engaging in prohibited gender-specific actions or behaviors (e.g., conduct that denigrates, ridicules, or intimidates another person; conduct that leads to physical abuse of a person because of his or her sex; or derogatory/degrading remarks or insults about a person’s gender or body).
• Engaging in prohibited job-specific actions or behaviors (e.g., explicit or implicit pressure for sexual activity as a condition of hire, continued employment, or potential for advancement).

Related alignments include, but are not limited to, the following:


State Level: IL Constitution, Article I, §1 and §18; 105 ILCS 5/10-20.5; 105 ILCS 5/27-1; 105 ILCS 5/27-23.7; 105 ILCS 5/34-19; 105 ILCS 110/3.10;
SEXUAL HARASSMENT (CONT’D)

Illinois Human Rights Act [775 ILCS 5/1-101 et seq.]
23 IAC 1.240; 23 IAC 200.10 et seq.

Ethics Code: CEIE 1; 2; 3; 4; 5

See also related administrative procedures and/or exhibits

Agreement Level: GEA 3.6; 4.4; 23.1; 23.2B
SEIU 73 (CMT) 2; 13.1A; 13.1B
SEIU 73 (FS) 2; 3.2; 4.7; 11.1
2.0 ECPE VIOLATIONS (CONT’D)

POTENTIAL VIOLATIONS OF CIVIL STATUTE (CONT’D)

OTHER CIVIL VIOLATION

Definition: This ECPE violation means any act, or failure to act, not specified elsewhere in this section of the ECPE: 1) That negatively impact(s) the work or learning environment, or the rights of one or more students, employees, or other parties; and 2) That may be a matter of interest to an outside agency.

Examples: Include, but are not limited to, the following:

- Disregarding established student search procedures.
- Endangering students, staff, or the interests of the District.
- Failing to take reasonable action to protect students, other employees, or the interests of the District.
- Creating, contributing to, or failing to address a hostile environment (e.g., bullying, harassing, or intimidating behavior) in a manner that has neither a discriminatory nor a sexually harassing effect in the Workplace, on Social Media, or elsewhere.
- Engaging in an act of retaliation prohibited under federal, state, or local civil statute.
- Taking, neglecting to take, or refusing to take, any action that results in the unreasonable denial of an individual’s right under law.
- Copying software purchased by the District for personal use.
- Using a technological resource in a manner that violates federal or state law relating to copyrights, trademarks, or public records (e.g., failing to acquire the permission of a copyright owner prior to copying copyrighted material, unless “fair use” conditions are met).
- Restricting student access to ideas, perspectives, or viewpoints motivated solely by personal disapproval of such.
- Taking action in violation of the current Agreement.
- Taking, or neglecting to take, any other action that exposes the District to civil liability.

Related alignments include, but are not limited to, the following:

2.0 ECPE VIOLATIONS (CONT’D)

POTENTIAL VIOLATIONS OF CIVIL STATUTE (CONT’D)

OTHER CIVIL VIOLATION (CONT’D)

State Level:

2.0 ECPE VIOLATIONS (CONT'D)

POTENTIAL VIOLATIONS OF CIVIL STATUTE (CONT'D)

OTHER CIVIL VIOLATION (CONT'D)

2.0 ECPE VIOLATIONS (CONT’D)

*POTENTIAL VIOLATIONS OF CIVIL STATUTE (CONT’D)*

**OTHER CIVIL VIOLATION (CONT’D)**

Claim Filing Act [820 ILCS 45/1 et seq.], Illinois Right to Privacy in the Workplace Act [820 ILCS 55/1 et seq.], 820 ILCS 255/1 et seq., Illinois Union Employee Health and Benefits Protection Act [820 ILCS 60/1 et seq.], Illinois Worker Adjustment and Retraining Notification Act [820 ILCS 65/1 et seq.], Illinois Minimum Wage Law [820 ILCS 105/1 et seq.], Illinois Wage Payment and Collection Act [820 ILCS 115/1 et seq.], Illinois Prevailing Wage Act [820 ILCS 130/1 et seq.], Illinois School Visitation Rights Act [820 ILCS 147/1 et seq.], Illinois Personal Service Wage Refund Act [820 ILCS 165/1 et seq.], 820 ILCS 180/20(f), Illinois Employee Classification Act [820 ILCS 185/1 et seq.], Illinois Occupational Safety and Health Act [820 ILCS 219/1 et seq.], Illinois OSHA Program Reorganization Act [820 ILCS 227/1 et seq.], Illinois Medical Examination of Employees Act [820 ILCS 235/1 et seq.], Illinois Toxic Substances Disclosure to Employees Act [820 ILCS 255/1 et seq.], Illinois Workplace Violence Prevention Act [820 ILCS 275/1 et seq.], Illinois Workers’ Compensation Act [820 ILCS 305/1 et seq.], Illinois Workers’ Occupational Diseases Act [820 ILCS 310/1 et seq.], Illinois Unemployment Insurance Act [820 ILCS 405/100 et seq.], and any state level statutes (civil) not otherwise specified

Includes 23 IAC 1.280, 23 IAC 1.285, 23 IAC 1.290, 23 IAC 1.520, 23 IAC 226.10 et seq., 23 IAC 227.10 et seq., 92 IAC 458.1000 et seq., and any state level implementing regulations (civil) not otherwise specified

**Ethics Code:**

Includes CEIE 1, 2, 3, 4, and 5

**Board Level:**


See also related administrative procedures and/or exhibits

**Agreement Level:**

GEA 1.1 et seq.

SEIU 73 (CMT) 1 et seq.

SEIU 73 (FS) 1.1 et seq.
2.0 ECPE VIOLATIONS (CONT’D)

POTENTIAL VIOLATIONS OF CRIMINAL LAW

The following actions and/or behaviors represent grounds for disciplinary action within the District based on violations of Board policy that may also involve violations of federal and/or state criminal law:

ALCOHOL OR DRUG POLICY VIOLATION

Definition: This ECPE violation means: 1) Any conduct that violates one or more of the Board Alcohol, Drug, or Intoxicant Policies (ADIPs) that may be a matter of interest to a law enforcement agency; or 2) Any Narcotics Offense that may be a matter of interest to a law enforcement agency.

Examples: Include, but are not limited to, the following:

- Possessing, using, selling, distributing, dispensing, or manufacturing Alcohol, or engaging in the illegal possession, use, sale, distribution, dispensing, or manufacture of drugs: 1) While on Duty; 2) While in the Workplace; 3) While operating a Board-owned or Board-operated vehicle; or 4) While performing a Safety-Sensitive Function.
- Performing a Safety-Sensitive Function or operating a Board-owned or Board-operated vehicle: 1) After using Alcohol; or 2) After using an Illegal Drug.
- Reporting for duty, or remaining on duty, when using a Controlled Substance, except when the use is prescribed by a physician who has advised the Employee that the Controlled Substance does not adversely affect the Employee's ability: 1) To safely perform the functions and duties of his or her employment; 2) To operate a Board-owned vehicle; or 3) To perform a Safety-Sensitive Function.
- Neglecting to report to the Superintendent or his/her designee prescribed medical treatment with any drug or Controlled Substance that may impair the Employee's physical or mental ability, or failing to provide written doctor’s approval of such when requested to do so.
- Being indicted or convicted under any criminal drug statute for a violation occurring: 1) In the Workplace; or 2) Outside of the Workplace.
- Failing to notify the Board within five (5) days of a conviction under any criminal drug statute for an event occurring in the Workplace (a condition of employment) [34 CFR §84.205(2); GCUSD 5:50].
- Reporting for duty, or performing work: 1) While being under the influence of a prohibited drug; or 2) While having an Alcohol Concentration in excess of the state limit (or a blood or urine test corresponding to such); or 3) While testing positive for using a prohibited drug.
- Refusing to submit to Alcohol and/or drug testing when required.
- Altering, attempting to alter, or unduly influencing Alcohol and/or drug testing results.
- Failing to remain readily available for post-accident testing (e.g., leaving the scene of an accident prior to the submission of a post-accident test, except when emergency care is needed, or failing to notify one’s Supervisor of his or her location).
- Failing to enroll, when requested by the Board, in an Alcohol or
POTENTIAL VIOLATIONS OF CRIMINAL LAW (CONT’D)

ALCOHOL OR DRUG POLICY VIOLATION (CONT’D)

drug treatment or counseling program, or failing to adhere to the requirements of such a program.

- Failing to comply with any other regulation promulgated under any testing program.
- Possessing, using, selling, distributing, or dispensing any drug paraphernalia (e.g., accessories, chemical precursors, or equipment) as defined by federal law and/or state law.
- Possessing, using, selling, or involvement with an Illegal Drug or Alcohol off the job in a manner that, as determined solely by the Board: 1) Leads to, or has the potential to lead to, adverse publicity; 2) Impacts, or has the potential to impact, the Board’s credibility with any outside concern.

Related alignments include, but are not limited to, the following:

Federal Level:

State Level:
Illinois Uniform Conviction Information Act [20 ILCS 2635/1 et seq.]; Illinois Drug-Free Workplace Act [30 ILCS 580/1 et seq.]; 105 ILCS 5/10-20.5; 105 ILCS 5/10-21.4a; 105 ILCS 5/10-21.9; 105 ILCS 5/10-22.34c; 105 ILCS 5/10-27.1B; 105 ILCS 5/21B-75(a); 105 ILCS 5/21B-75(b); 105 ILCS 5/21B-80; 105 ILCS 5/21B-85; 105 ILCS 5/21B-90; 105 ILCS 5/24-5; Alcoholism and Drug Addiction Intervenor and Reporter Immunity Law of 1998 [105 ILCS 5/24-26]; 105 ILCS 5/27-23.4; 105 ILCS 5/34-2.3; 105 ILCS 5/34-18.5; 105 ILCS 5/34-19; 105 ILCS 5/34-84b; Illinois School Reporting of Drug Violations Act [105 ILCS 127/1 et seq.]; Illinois Compassionate Use of Medical Cannabis Pilot Program Act [410 ILCS 130/1 et seq.]; 625 ILCS 5/6-106.1a; 625 ILCS 5/6-106.1b; 625 ILCS 5/6-106.1c; 720 ILCS 5/1-5; 720 ILCS 5/2-4; 720 ILCS 5/2-5; 720 ILCS 5/2-7; 720 ILCS 5/2-11; 720 ILCS 5/2-11.1; 720 ILCS 5/2-12; 720 ILCS 5/2-16; 720 ILCS 5/3-1 et seq.; 720 ILCS 5/4-1; 720 ILCS 5/4-2; 720 ILCS 5/4-3; 720 ILCS 5/4-4; 720 ILCS 5/4-5; 720 ILCS 5/4-8; 720 ILCS 5/6-2; 720 ILCS 5/6-3; 720 ILCS 5/7-12; 720 ILCS 5/8-2; 720 ILCS 5/8-4; 720 ILCS 5/8-6; 720 ILCS 5/12-5.3; 720 ILCS 5/12C-45; 720 ILCS 5/17-57; 720 ILCS 5/24-5-5; 720 ILCS 5/24.5-10; Illinois Cannabis Control Act [720 ILCS 550/1 et seq.]; Illinois Controlled Substances Act [720 ILCS 570/100 et seq.]; Illinois Drug Paraphernalia Control Act [720 ILCS 600/1 et seq.]; Illinois Ephedra Prohibition Act [720 ILCS 602/1 et seq.]; Illinois Hypodermic Syringes and Needles Act [720 ILCS 635/1 et seq.];
2.0 ECPE VIOLATIONS (CONT'D)

POTENTIAL VIOLATIONS OF CRIMINAL LAW (CONT'D)

ALCOHOL OR DRUG POLICY VIOLATION (CONT'D)

*Illinois Kratom Control Act* [720 ILCS 642/1 et seq.]; *Illinois Methamphetamine Control and Community Protection Act* [720 ILCS 646/1 et seq.]; *Illinois Methamphetamine Precursor Control Act* [720 ILCS 648/1 et seq.]; *Illinois Methamphetamine Precursor Tracking Act* [720 ILCS 649/1 et seq.]; *Illinois Use of Intoxicating Compounds Act* [720 ILCS 690/1 et seq.]; 725 ILCS 150/1 et seq.; 725 ILCS 175/1 et seq.; *Illinois Drug Court Treatment Act* [730 ILCS 166/1 et seq.]; *Illinois Methamphetamine Manufacturer Registry Act* [730 ILCS 180/1 et seq.]; *Illinois Cannabis and Controlled Substances Tort Claims Act* [740 ILCS 20/1 et seq.]; *Illinois Controlled Substance and Cannabis Nuisance Act* [740 ILCS 40/1 et seq.]; *Illinois Drug Dealer Liability Act* [740 ILCS 57/1 et seq.]; *Illinois Drug or Alcohol Impaired Minor Responsibility Act* [740 ILCS 58/1 et seq.]; *Illinois Parental Right of Recovery Act* [740 ILCS 120/1 et seq.]; *Illinois Predator Accountability Act* [740 ILCS 128/1 et seq.]; *Illinois Wrongful Death Act* [740 ILCS 180/1 et seq.]; *Illinois Alcoholism and Drug Addiction Intervenor and Reporter Immunity Law* [745 ILCS 35/1 et seq.]; *Illinois Human Rights Act* [775 ILCS 5/1-101 et seq.]; *Illinois Medical Examination of Employees Act* [820 ILCS 235/1 et seq.]

**Ethics Code:**

CEIE 1; 2; 5

**Board Level:**


See also related administrative procedures and/or exhibits

**Agreement Level:**

GEA 3.6; 4.4; 23.1; 23.2B

SEIU 73 (CMT) 1; 1.2 (Transportation); 2; 3.1; 13.1A; 13.1B

SEIU 73 (FS) 2; 3.2; 4.7; 11.1
2.0 ECPE VIOLATIONS (CONT’D)

POTENTIAL VIOLATIONS OF CRIMINAL LAW (CONT’D)

COMMISSION OF A SEX OFFENSE

Definition: This ECPE violation means any conduct that violates one or more of the Board Sexual Misconduct Policies (SMPs); and 2) That may be a matter of interest to a law enforcement agency.

Examples: Include, but are not limited to, the following:

- Engaging in an inappropriate relationship with a student or other minor.
- Touching a staff member, student or other person in a sexually inappropriate manner.
- Engaging in sexual conduct with a minor student or other minor regardless of location or consent.
- Possessing, distributing, or accessing child pornography.
- Committing any other act of sexual misconduct prohibited under federal, state, or local criminal law.

Related alignments include, but are not limited to, the following:


State Level: Illinois Uniform Conviction Information Act [20 ILCS 2635/1 et seq.]; 105 ILCS 5/10-20.5; 105 ILCS 5/10-21.4; 105 ILCS 5/10-21.9; 105 ILCS 5/10-22.34c; 105 ILCS 5/10-22.39; 105 ILCS 5/10-23.13; 105 ILCS 5/21B-75(a); 105 ILCS 5/21B-75(b); 105 ILCS 5/21B-80; 105 ILCS 5/21B-85; 105 ILCS 5/21B-90; 105 ILCS 5/22-65; 105 ILCS 5/34-2.3; 105 ILCS 5/34-8; 105 ILCS 5/34-18.5; 105 ILCS 5/34-19; 105 ILCS 5/34-84b; Illinois Abused and Neglected Child Reporting Act [325 ILCS 5/1 et seq.]; Illinois Child Sexual Abuse Prevention Act [325 ILCS 15/1 et seq.]; Illinois Child Online Exploitation Reporting Act [325 ILCS 47/1 et seq.]; 720 ILCS 5/1-5; 720 ILCS 5/2-4; 720 ILCS 5/2-5; 720 ILCS 5/2-7; 720 ILCS 5/2-8; 720 ILCS 5/2-10.1; 720 ILCS 5/2-11; 720 ILCS 5/2-12; 720 ILCS 5/2-16; 720 ILCS 5/2-20; 720 ILCS 5/3-1 et seq.; 720 ILCS 5/4-1; 720 ILCS 5/4-2; 720 ILCS 5/4-4; 720 ILCS 5/4-5; 720 ILCS 5/4-8; 720 ILCS 5/6-2; 720 ILCS 5/7-4; 720 ILCS 5/7-12; 720 ILCS 5/8-2; 720 ILCS 5/8-4; 720 ILCS 5/8-6; 720 ILCS 5/11-0.1; 720 ILCS 5/11-1.10; 720 ILCS 5/11-1.20 through 1.30; 720 ILCS 5/11-1.50; 720 ILCS 5/11-1.70; 720 ILCS 5/11-1.80; 720 ILCS 5/11-6.1; 720 ILCS 5/11-6.5; 720 ILCS 5/11-6.6; 720 ILCS 5/11-9.1 through 9.5; 720 ILCS 5/11-11; 720 ILCS 5/11-14 through 21; 720 ILCS 5/11-23 through 26; 720 ILCS 5/11-30; 720 ILCS 5/12-3.2; 720 ILCS 5/12-3.3; 720 ILCS 5/12-32; 720 ILCS 5/12-33; 720 ILCS 5/12-35; Illinois Rights of Crime Victims and Witnesses Act [725 ILCS 120/1 et seq.]; Illinois Privacy of Child Victims of Criminal Sexual Offenses Act [725 ILCS 190/1 et seq.]; 725 ILCS 200/1; Illinois Sexual Assault Evidence Submission Act [725 ILCS 202/1 et seq.]; Illinois...
2.0 ECPE VIOLATIONS (CONT’D)

POTENTIAL VIOLATIONS OF CRIMINAL LAW (CONT’D)

COMMISSION OF A SEX OFFENSE (CONT’D)

Sexually Dangerous Persons Act [725 ILCS 205/1.01 et seq.]; Illinois Sexually Violent Persons Commitment Act [725 ILCS 207/1 et seq.]; Illinois Sex Offender Registration Act [730 ILCS 150/1 et seq.]; Illinois Sex Offender Community Notification Law [730 ILCS 152/1 et seq.]; Illinois Civil No Contact Order Act [740 ILCS 22/101 et seq.]; Illinois Crime Victims Compensation Act [740 ILCS 45/1 et seq.]; Illinois Lewdness Public Nuisance Act [740 ILCS 105/1 et seq.]; Illinois Sexual Exploitation in Psychotherapy, Professional Health Services, and Mental Health Services Act [740 ILCS 140/1 et seq.]; Illinois Disclosure of Offenses Against Children Act [820 ILCS 210/1]

Ethics Code: CEIE 1; 2; 5


See also related administrative procedures and/or exhibits

Agreement Level: GEA 3.6; 4.4; 23.1; 23.2B

SEIU 73 (CMT) 1.2 (Transportation); 2; 3.1; 13.1A; 13.1B

SEIU 73 (FS) 2; 3.2; 11.1
2.0 ECPE VIOLATIONS (CONT’D)

POTENTIAL VIOLATIONS OF CRIMINAL LAW (CONT’D)

DISHONESTY (CRIMINAL)

Definition: This ECPE violation means any conduct: 1) That involves a verbal lack of truthfulness or deception; and 2) That may be a matter of interest to a law enforcement agency.

Examples: Include, but are not limited to, the following:

- Engaging in an act of commission (e.g., the criminal misrepresentation of facts, such as initiating a false complaint alleging criminal activity or making false statements to law enforcement during the course of an investigation).
- Engaging in an act of omission (e.g., the failure to relate all pertinent details to an investigator, such as neglecting mandatory reporting responsibilities regarding suspected child abuse or withholding knowledge of the existence of contradictory evidence).

Related alignments include, but are not limited to, the following:

Federal Level:
18 USC §201 et seq.; 18 USC §663; 18 USC §911; 18 USC §1001 et seq.; 18 USC §1169; 18 USC §1501 et seq.; 18 USC §1621 et seq.; 18 USC §2258; 18 USC §3600a; 42 USC §5119; 42 USC §12645g; 42 USC §13031; 42 USC §16990; Education Department General Administrative Regulations [EDGAR; 34 CFR §74-86 and 97-99]; 47 CFR §54.503

2.0 ECPE VIOLATIONS (CONT’D)

POTENTIAL VIOLATIONS OF CRIMINAL LAW (CONT’D)

DISHONESTY (CRIMINAL) (CONT’D)


20 IAC 1290.10 et seq.

Ethics Code:

CEIE 1; 2; 5

Board Level:


See also related administrative procedures and/or exhibits

Agreement Level:

GEA 3.6; 4.4; 23.1; 23.2B

SEIU 73 (CMT) 1.2 (Transportation); 2; 3.1; 13.1A; 13.1B

SEIU 73 (FS) 2; 3.2; 11.1
2.0 ECPE VIOLATIONS (CONT’D)

POTENTIAL VIOLATIONS OF CRIMINAL LAW (CONT’D)

FALSIFICATION OF OR FAILURE TO ACCURATELY PROVIDE INFORMATION (CRIMINAL)

Definition:  This ECPE violation means any conduct: 1) That involves a non-verbal lack of truthfulness or deception; and 2) That may be a matter of interest to a law enforcement agency

Examples:  Include, but are not limited to, the following:

- Submitting a signed testimony known to contain false information.
- Knowingly filing a report required by federal, state or local authorities containing false, missing, incomplete or incorrect information.
- Altering official applications or records after their submittal.
- Presenting forged credentials relating to eligibility for initial or continued employment.
- Making a false disqualifying statement on a fingerprint clearance card.
- Accounting for the receipt, deposit, or disbursal of funds in a manner prohibited by federal, state, or local criminal law.

Related alignments include, but are not limited to, the following:

Federal Level:  18 USC §285 et seq.; 18 USC §470 et seq.; 18 USC §1001 et seq.; 18 USC §1341 et seq.; 18 USC §1426; Education Department General Administrative Regulations [EDGAR; 34 CFR §74-86 and 97-99]


23 IAC 100.20; 23 IAC 100.70; 23 IAC 100.80

Ethics Code:  CEIE 1; 2; 5
2.0 ECPE VIOLATIONS (CONT’D)

POTENTIAL VIOLATIONS OF CRIMINAL LAW (CONT’D)

FALSIFICATION OF OR FAILURE TO ACCURATELY PROVIDE INFORMATION (CRIMINAL)
(CONT’D)


See also related administrative procedures and/or exhibits

Agreement Level: GEA 3.6; 4.4; 23.1; 23.2B
SEIU 73 (CMT) 1.2 (Transportation); 2; 3.1; 13.1A; 13.1B
SEIU 73 (FS) 2; 3.2; 11.1
2.0 ECPE VIOLATIONS (CONT’D)

INAPPROPRIATE, ABUSIVE, OR OFFENSIVE CONDUCT (CRIMINAL)

Definition:
This ECPE violation means any conduct: 1) That is inappropriate or unacceptable in the environment in which it occurs; and 2) That may be a matter of interest to a law enforcement agency.

Examples:
Include, but are not limited to, the following:

- Committing violence in the Workplace.
- Causing injury to or endangering a person directly or through Neglect of Duty.
- Assaulting or battering a person.
- Threatening or injuring a person, or damaging property, in an act of criminal harassment or civil rights intimidation.
- Stalking a person.
- Committing an act of indecent exposure.
- Engaging in an act of retaliation prohibited under federal, state, or local criminal law.

Related alignments include, but are not limited to, the following:

Federal Level:
18 USC §111 et seq.; 18 USC §241 et seq.; 18 USC §592 et seq.; 18 USC §1513; 18 USC §2231 et seq.; 18 USC §2261; 20 USC §7912; 34 CFR §200.44; 42 USC §12645g

State Level:
5 ILCS 120/4; 5 ILCS 315/10(a)(1) and (b)(1); 10 ILCS 5/9-25.1; 105 ILCS 5/10-21.7; Illinois Uniform Conviction Information Act [20 ILCS 2635/1 et seq.]; 105 ILCS 5/10-20.5; 105 ILCS 5/10-21.9; 105 ILCS 5/10-22.34c; 105 ILCS 5/21B-75(a); 105 ILCS 5/21B-75(b); 105 ILCS 5/21B-90; 105 ILCS 5/22-8; 105 ILCS 5/24-24; 105 ILCS 5/27-23.7; 105 ILCS 5/31-1 et seq.; 105 ILCS 5/34-2.3; 105 ILCS 5/34-2.4c; 105 ILCS 5/34-18.5; 105 ILCS 5/34-19; 105 ILCS 5/34-84a; 105 ILCS 5/34-84a.1; 115 ILCS 5/14(a)(1) and (b)(1); 625 ILCS 5/12-101 et seq.; 720 ILCS 5/1-5; 720 ILCS 5/2-4; 720 ILCS 5/2-7; 720 ILCS 5/2-11; 720 ILCS 5/2-12; 720 ILCS 5/2-16; 720 ILCS 5/3-1 et seq.; 720 ILCS 5/4-1; 720 ILCS 5/4-4; 720 ILCS 5/4-5; 720 ILCS 5/4-6; 720 ILCS 5/4-7; 720 ILCS 5/4-8; 720 ILCS 5/6-2; 720 ILCS 5/7-3; 720 ILCS 5/7-4; 720 ILCS 5/8-2.1; 720 ILCS 5/8-4; 720 ILCS 5/8-6; 720 ILCS 5/11-30; 720 ILCS 5/12-1; 720 ILCS 5/12-2; 720 ILCS 5/12-3; 720 ILCS 5/12-3.05; 720 ILCS 5/12-4; 720 ILCS 5/12-4.5; 720 ILCS 5/12-5; 720 ILCS 5/12-5.01; 720 ILCS 5/12-5.02; 720 ILCS 5/12-6; 720 ILCS 5/12-6.2; 720 ILCS 5/12-7.1; 720 ILCS 5/12-7.2; 720 ILCS 5/12-7.3; 720 ILCS 5/12-7.4; 720 ILCS 5/12-7.5; 720 ILCS 5/12-9; 720 ILCS 5/12-21.6-5; 720 ILCS 5/12-34.5; 720 ILCS 5/12-37; 720 ILCS 5/12-38; 720 ILCS 5/12C-5; 720 ILCS 5/12C-10; 720 ILCS 5/12C-20; 720 ILCS 5/12C-50; 720 ILCS 5/26.5-1 et seq.; 720 ILCS 5/32-4f; Illinois Improper Supervision of Children Act [720 ILCS 640/1 et seq.]; 720 ILCS 670/1 et seq.; 720 ILCS 675/1 et seq.; 720 ILCS 678/1 et seq.; 720 ILCS 680/1 et seq.; 720 ILCS 685/1 et seq.; Illinois Rights of Crime Victims and Witnesses Act [725 ILCS 120/1 et seq.]; Illinois Stalking No Contact Order Act [740 ILCS 21/1 et seq.]; Illinois Crime Victims Compensation Act [740 ILCS 45/1 et seq.]; Illinois Criminal
STAFF GUIDE:
EMPLOYEE CODE OF PROFESSIONAL EXCELLENCE (IL)

2.0 ECPE VIOLATIONS (CONT’D)
POTENTIAL VIOLATIONS OF CRIMINAL LAW (CONT’D)

INAPPROPRIATE, ABUSIVE, OR OFFENSIVE CONDUCT (CRIMINAL) (CONT’D)

Conversation Act [740 ILCS 50/1 et seq.]; Illinois Gender Violence Act [740 ILCS 82/1 et seq.]; 820 ILCS 40/12(f); Illinois Wrongful Death Act [740 ILCS 180/1 et seq.]; Illinois Employment of Strikebreakers Act [820 ILCS 30/1 et seq.]; Illinois Child Labor Law [820 ILCS 205/1 et seq.]; Illinois Workplace Violence Prevention Act [820 ILCS 275/1 et seq.]

23 IAC 1.280; 23 IAC 1.285; 92 IAC 458.1000 et seq.

Ethics Code: CEIE 1; 2; 5


See also related administrative procedures and/or exhibits

Agreement Level: GEA 3.6; 4.4; 10.16; 23.1; 23.2B

SEIU 73 (CMT) 1.2 (Transportation); 2; 3.1; 13.1A; 13.1B

SEIU 73 (FS) 2; 3.2; 11.1
STAFF GUIDE:  
EMPLOYEE CODE OF PROFESSIONAL EXCELLENCE (IL)

2.0 ECPE VIOLATIONS (CONT’D)  
POTENTIAL VIOLATIONS OF CRIMINAL LAW (CONT’D)

THEFT, ABUSE, OR UNAUTHORIZED USE OF PROPERTY

Definition:  
This ECPE violation means any conduct: 1) That involves the stealing, wrongful appropriation, improper diversion, misuse, or destruction of property belonging to the Board, an Employee, a student, or other party; and 2) That may be a matter of interest to a law enforcement agency.

Examples:  
Include, but are not limited to, the following:

- Stealing funds from a petty cash account.
- Diverting District technology or other assets for personal use.
- Damaging property in an act of vandalism or retaliation.
- Misusing a vehicle owned by the District.
- Using District-owned equipment after hours without proper authorization or approval.
- Knowingly including unauthorized personal expenses on an expense report.

Related alignments include, but are not limited to, the following:

Federal Level:  
18 USC §641 et seq.; 18 USC §871 et seq.; 18 USC §891 et seq.; 18 USC §2311 et seq.; 42 USC §12645g; Education Department General Administrative Regulations [EDGAR; 34 CFR §74-86 and 97-99]

State Level:  
2.0 ECPE VIOLATIONS (CONT’D)

POTENTIAL VIOLATIONS OF CRIMINAL LAW (CONT’D)

THEFT, ABUSE OR UNAUTHORIZED USE OF PROPERTY (CONT’D)

720 ILCS 5/21-1.2; 720 ILCS 5/21-1.3
23 IAC 100.20; 23 IAC 100.70; 23 IAC 100.80

Ethics Code: CEIE 1; 2; 5


See also related administrative procedures and/or exhibits

Agreement Level: GEA 3.6; 3.9; 4.4; 9.3; 9.4; 23.1; 23.2B; 26.7
SEIU 73 (CMT) 1.2 (Transportation); 2; 3.1; 13.1A; 13.1B; 20
SEIU 73 (FS) 2; 3.2; 11.1; 18
WEAPONS POLICY VIOLATION

Definition: This ECPE violation means any conduct that violates one or more of the Board Weapons Policies (WPs); and 2) That may be a matter of interest to a law enforcement agency.

Examples: Include, but are not limited to, the following:

- Selling, manufacturing, purchasing, possessing, or carrying any bludgeon, black-jack, sling-shot, sand-club, sand-bag, metal knuckles or other knuckle weapon regardless of its composition, throwing star, or any knife, commonly referred to as a switchblade knife, which has a blade that opens automatically by hand pressure applied to a button, spring or other device in the handle of the knife, or a ballistic knife, which is a device that propels a knifelike blade as a projectile by means of a coil spring, elastic material or compressed gas [720 ILCS 5/24-1(a)(1)].

- Carrying or possessing with intent to use the same unlawfully against another, a dagger, dirk, billy club (i.e., a short stick or club commonly carried by police officers which is either telescopic or constructed of a solid wood or man-made material), dangerous knife, razor, stiletto, broken bottle or other piece of glass, stun gun/Taser® (i.e., any device powered by electrical charging units, such as batteries, and which fires one (1) barb or more attached to a length of wire and which, upon hitting a person, can send out a current capable of disrupting the person's nervous system in such a manner as to render him or her incapable of normal functioning, or any other dangerous or deadly weapon or instrument of like character [720 ILCS 5/24-1(a)(2), 720 ILCS 5/24-1(a)(10) and 720 ILCS 5/24-1(a)(13)].

- Carrying on or about one’s person, or in any vehicle, a tear gas gun projector, bomb, or object containing noxious liquid, gas, or substance (other than an object containing a non-lethal noxious liquid, gas, or substance) designed solely for personal defense by a person eighteen (18) years of age or older [720 ILCS 5/24-1(a)(3)].

- Carrying or possessing in any vehicle or concealed on or about one’s person except when on his or her land or in his or her own abode, legal dwelling, or fixed place of business, or on the land or in the legal dwelling of another person as an invitee with that person’s permission, any pistol, revolver, stun gun/Taser®, or other firearm [720 ILCS 5/24-1(a)(4)].

NOTE: 720 ILCS 5/24-1(a)(4) does not apply to or affect transportation of weapons that meet one of the following conditions: 1) The weapon is broken down in a non-functioning state; 2) The weapon is not immediately accessible; or 3) The weapon is unloaded and enclosed in a case, firearm carrying box, shipping box, or other container by a person who has been issued a currently valid Firearm Owner's Identification Card 720 ILCS 5/24-1(a)(4)].

- Setting a spring gun [720 ILCS 5/24-1(a)(5)].

- Possessing any device or attachment of any kind designed, used, or intended for use in silencing the report of any firearm [720 ILCS 5/24-1(a)(6)].
2.0 ECPE VIOLATIONS (CONT’D)

POTENTIAL VIOLATIONS OF CRIMINAL LAW (CONT’D)

WEAPONS POLICY VIOLATION (CONT’D)

- Selling, manufacturing, purchasing, possessing, or carrying a machine gun (i.e., any weapon, which shoots, is designed to shoot, or can be readily restored to shoot, automatically more than one (1) shot without manually reloading by a single function of the trigger, including the frame or receiver of any such weapon, or sells, manufactures, purchases, possesses, or carries any combination of parts designed or intended for use in converting any weapon into a machine gun, or any combination or parts from which a machine gun can be assembled if such parts are in the possession or under the control of a person), any rifle having one (1) barrel or more than sixteen (16) inches in length or a shotgun having one (1) barrel or more than eighteen (18) inches in length or any weapon made from a rifle or shotgun, whether by alteration, modification, or otherwise, if such a weapon as modified has an overall length of less than twenty-six (26) inches, or any bomb, bomb-shell, grenade, bottle or other container containing an explosive substance of over one quarter (1/4) ounce for like purposes, such as, but not limited to, black powder bombs and Molotov cocktails or artillery projectiles [720 ILCS 5/24-1(a)(7)].

- Carrying or possessing any firearm, stun gun/Taser®, or other deadly weapon in any place which is licensed to sell intoxicating beverages, or at any public gathering held pursuant to a license issued by any governmental body or any public gathering at which an admission is charged, excluding a place where a showing, demonstration or lecture involving the exhibition of unloaded firearms is conducted [720 ILCS 5/24-1(a)(8)].

NOTE: 720 ILCS 5/24-1(a)(8) does not apply to any auction or raffle of a firearm held pursuant to a license or permit issued by a governmental body, nor does it apply to persons engaged in firearm safety training courses [720 ILCS 5/24-1(a)(8)].

- Carrying or possessing in a vehicle or on or about one’s person any pistol, revolver, stun gun/Taser®, or firearm or ballistic knife, when he is hooded, robed or masked in such manner as to conceal his identity [720 ILCS 5/24-1(a)(9)].

- Carrying or possessing on or about one’s person upon any public street, alley, or other public lands within the corporate limits of a city, village or incorporated town, except when an invitee thereon or therein, for the purpose of the display of such weapon or the lawful commerce in weapons, or except when on his or her land or in his or her own abode, legal dwelling, or fixed place of business, or on the land or in the legal dwelling of another person as an invitee with that person's permission, any pistol, revolver, stun gun/Taser®, or other firearm [720 ILCS 5/24-1(a)(10)].

NOTE: 720 ILCS 5/24-1(a)(10) does not apply to or affect transportation of weapons that meet one of the following conditions: 1) The weapon is broken down in a non-functioning state; 2) The weapon is not immediately accessible; or 3) The weapon is unloaded and enclosed in a case, firearm carrying box, shipping box, or other container by a person who has been issued a currently valid Firearm Owner's Identification Card 720 ILCS 5/24-1(a)(10)].
2.0 ECPE VIOLATIONS (CONT’D)

POTENTIAL VIOLATIONS OF CRIMINAL LAW (CONT’D)

WEAPONS POLICY VIOLATION (CONT’D)

- Selling, manufacturing, or purchasing any explosive bullet (i.e., the projectile portion of an ammunition cartridge which contains or carries an explosive charge which will explode upon contact with the flesh of a human or an animal [720 ILCS 5/24-1(a)(11)].
- Carrying or possessing on or about one’s person while in a building occupied by a unit of government, a billy club, other weapon of like character, or other instrument of like character intended for use as a weapon [720 ILCS 5/24-1(a)(13)].

Related alignments include, but are not limited to, the following:

Federal Level:

State Level:
IL Constitution, Art. I, §22; Illinois Uniform Conviction Information Act [20 ILCS 2635/1 et seq.]; 105 ILCS 5/10-20.5; 105 ILCS 5/10-21.4a; ILCS 5/10-21.9; 105 ILCS 5/10-22.34c; 105 ILCS 5/10-27.1A; 105 ILCS 5/21B-75(a); 105 ILCS 5/34-2.3; 105 ILCS 5/34-8.05; 105 ILCS 5/34-18.5; 105 ILCS 5/34-19; 720 ILCS 5/1-5; 720 ILCS 5/2-3.6; 720 ILCS 5/2-4; 720 ILCS 5/2-5; 720 ILCS 5/2-7; 720 ILCS 5/2-7.1; 720 ILCS 5/2-7.5; 720 ILCS 5/2-11; 720 ILCS 5/2-12; 720 ILCS 5/2-15.5; 720 ILCS 5/2-16; 720 ILCS 5/3-1 et seq.; 720 ILCS 5/4-1; 720 ILCS 5/4-2; 720 ILCS 5/4-4; 720 ILCS 5/4-5; 720 ILCS 5/4-6; 720 ILCS 5/4-8; 720 ILCS 5/6-2; 720 ILCS 5/12-3.05; 720 ILCS 5/18-2; 720 ILCS 5/18-4; 720 ILCS 5/21-6; 720 ILCS 5/24-1; 720 ILCS 5/24-1.2; 720 ILCS 5/24-1.2-5; 720 ILCS 5/24-1.5; 720 ILCS 5/24-1.6; 720 ILCS 5/24-2; 720 ILCS 5/24-2.1; 720 ILCS 5/24-2.2; 720 ILCS 5/24-3; 720 ILCS 5/24-3A; 720 ILCS 5/24-3.1; 720 ILCS 5/24-3.2; 720 ILCS 5/24-3.3; 720 ILCS 5/24-3.5; 720 ILCS 5/24-3.6; 720 ILCS 5/24-3.7; 720 ILCS 5/24-3.8; 720 ILCS 5/24-6; 720 ILCS 5/24-7; 720 ILCS 5/24-8; 720 ILCS 5/24-9; 720 ILCS 5/24-9.5; 720 ILCS 5/24-10; 720 ILCS 5/29D-15.2; 720 ILCS 5/33A-1 et seq.; 720 ILCS 5/33F-1 et seq.; 725 ILCS 165/1 et seq.; Illinois Wrongful Death Act [740 ILCS 180/1 et seq.]

Ethics Code:
CEIE 1; 2; 5

Board Level:
GCUSD 1:30; 2:10; 3:10; 3:60; 4:110; 4:170; 5:30; 5:120; 5:200; 5:220; 5:240; 5:260; 6:250; 8:30

See also related administrative procedures and/or exhibits

Agreement Level:
GEA 3.6; 4.4; 23.1; 23.2B
SEIU 73 (CMT) 1; 1.2 (Transportation); 2; 3.1; 13.1A; 13.1B
SEIU 73 (FS) 2; 3.2; 11.1
OTHER CRIMINAL VIOLATION (NON-DISQUALIFYING)

Definition:
This ECPE violation means any conduct not specified elsewhere in this section of the ECPE: 1) That does not statutorily render an applicant ineligible for initial employment, or an existing Employee from continued employment; and 2) That may be a matter of interest to a law enforcement agency.

Examples:
Include, but are not limited to, the following:
- Breaking and entering into a District-owned structure.
- Creating or contributing to an unlawful civil disturbance.
- Coercing a witness.
- Being convicted of Driving Under the Influence (DUI) when no transportation duties are required of the Employee.

Related alignments include, but are not limited to, the following:

Federal Level:

State Level:
2.0 ECPE VIOLATIONS (CONT’D)

POTENTIAL VIOLATIONS OF CRIMINAL LAW (CONT’D)

OTHER CRIMINAL VIOLATION (NON-DISQUALIFYING) (CONT’D)


Includes any state level implementing regulations (criminal, but non-disqualifying) not otherwise specified

Ethics Code: Includes CEIE 1, 2, and 5


See also related administrative procedures and/or exhibits

Agreement Level: Includes GEA 3.6, 4.4, 23.1, 23.2B, and any Agreement level provisions (criminal, but non-disqualifying) not otherwise specified

Includes SEIU 73 (CMT) 1, 1.2 (Transportation), 2, 3.1, 13.1A, 13.1B, and any Agreement level provisions (criminal, but non-disqualifying) not otherwise specified

Includes SEIU 73 (FS) 2, 3.2, 11.1, and any Agreement level provisions (criminal, but non-disqualifying) not otherwise specified
2.0 ECPE VIOLATIONS (CONT’D)

POTENTIAL VIOLATIONS OF CRIMINAL LAW (CONT’D)

OTHER CRIMINAL VIOLATION (DISQUALIFYING)

Definition:
This ECPE violation means any conduct not specified elsewhere in this section of the ECPE: 1) That statutorily renders an applicant ineligible for initial employment, or an existing Employee from continued employment; and 2) That may be a matter of interest to a law enforcement agency.

Examples:
Include, but are not limited to, the following:

- Receiving a conviction that results in denial or subsequent forfeiture of a fingerprint clearance.
- Receiving a conviction on an "absolute bar" offense reportable to the State Board/State Department for major licensure action.

Related alignments include, but are not limited to, the following:

Federal Level:

State Level:
2.0 ECPE VIOLATIONS (CONT’D)

POTENTIAL VIOLATIONS OF CRIMINAL LAW (CONT’D)

OTHER CRIMINAL VIOLATION (DISQUALIFYING) (CONT’D)


Includes any state level implementing regulations (criminal and disqualifying) not otherwise specified

Ethics Code:  Includes CEIE 1, 2, and 5


See also related administrative procedures and/or exhibits

Agreement Level:  Includes GEA 3.6, 4.4, 23.1, 23.2B, and any Agreement level provisions (criminal and disqualifying) not otherwise specified

Includes SEIU 73 (CMT) 1, 1.2 (Transportation), 2, 3.1, 13.1A, 13.1B, and any Agreement level provisions (criminal and disqualifying) not otherwise specified

Includes SEIU 73 (FS) 2, 3.2, 11.1, and any Agreement level provisions (criminal and disqualifying) not otherwise specified