

# Kingsport City Schools

Monitoring: <b>Review: Annually, in March</b>	Descriptor Term: <b>Ethics</b>	Descriptor Code: <b>5.611</b>	Issue Date: <b>06/06/13</b>
		Rescinds:	Issued:

1 All Kingsport City Schools employees are bound by the Code of Ethics of the City of Kingsport. An  
2 employee's conduct must be representative of an exemplary role model. The primary function of the  
3 school system is the education of children and youth. Each employee is expected to represent the school,  
4 school system and the community in a positive manner. In the event employee conduct, whether on  
5 or off duty, negatively impacts the mission, reputation, or goodwill of Kingsport City Schools,  
6 appropriate steps shall be taken to protect the school system and its mission.

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8 Every employee of Kingsport City Schools shall accord the System his or her professional loyalty and  
9 arrange outside obligations, financial interests and activities so as not to conflict or interfere with this  
10 commitment. The System shall not unduly interfere with legitimate outside activities of individuals who  
11 fulfill their duties.

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13 Concerns about conflict of interest occur when employees may have the opportunity to (a) use institu-  
14 tional privileges for personal gain or (b) influence business decisions of the System in ways that could  
15 lead to personal gain or give improper advantage to the employee's family or associate(s). In cases of  
16 uncertainty, an employee and/or supervisor may request a ruling from the Superintendent of Schools.

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18 All teachers are subject to the Teacher Code of Ethics defined in state law. Non-teaching personnel are  
19 subject to the professional code of ethics of their respective field.

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Legal Reference:  
TCA 49-5-501(3)(D)  
TCA 8-17-101  
Kingsport Ordinance 5558  
TCA 49-5-410  
TCA 49-5-1003  
TCA 49-5-1004  
TCA 49-6-2003

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Cross Reference:  
Visitors to the Schools 1.501  
Use of Electronic Mail 1.805  
Use of School Facilities 3.206  
Personal and Professional Leave 5.303