



PERSONNEL: General

Obligations of Employees of the Board of Education of Baltimore County

As evidenced in its ethics code policies and in the *Blueprint for Progress*, the Board of Education of Baltimore County (Board) believes that every employee must model ethical behavior and exhibit a strong work ethic.

As models of ethical behavior, all employees must make themselves familiar with, and abide by, the laws of the United States, State of Maryland, the regulations of the State Board of Education, and local codes that affect their work, as well as the policies and decisions of the Board, and the applicable superintendent's rules.

All employees are expected to comply with the lawful direction of their supervisors in the performance of their duties.

Failure to adhere to this policy shall be cause for disciplinary action and may be characterized as misconduct in office, insubordination, willful neglect of duty, incompetency, or immorality.

Legal References: *Annotated Code of Maryland, Education Article §4-205, Powers and duties of county superintendent.*  
*Annotated Code of Maryland, Education Article §6-202, Suspension or dismissal of teachers, principals and other professional personnel.*  
*Annotated Code of Maryland, Family Law Article §5-704, Reporting of abuse or neglect – By health practitioner, police officer, educator, or human service worker.*

Related Policies: Board of Education Policy 1110, *Media, Public Relations and Publications, Events, Television, and Web site*  
Board of Education Policy 4000, *Precepts, Beliefs, and Values of the Baltimore County Public Schools*  
Board of Education 4100, *Employee Conduct and Responsibilities*  
Board of Education Policy 4101, *Drug-Free Workplace*  
Board of Education Policy 4102, *Sexual Harassment*  
Board of Education Policy 4103, *Suspected Child Abuse, Neglect or Inappropriate Behavior by an Employee of the Baltimore County Public Schools*  
Board of Education Policy 4104, *Telecommunications Access to Electronic Information, Services and Networks*  
Board of Education Policy 5440, *Child Abuse and Neglect*

Policy  
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Board of Education of Baltimore County