

## Article 10.0 – Professional Culture

- 10.1** The Association and the District agree that an open, professional, and collaborative culture is essential to the effectiveness of staff and students. In order to promote and establish such a culture the Association and the District agree that this Agreement currently contains language that provides accountability and member safeguards for maintaining professional relationships, including the following:
- 10.1.1** For Accountability: In Appendix 7-A; 3.d, 3.e, 4.c, 4.d, 5.d, 6.b, and 6.f.
  - 10.1.2** For Member Safeguards: Articles 4.2, 8.6, and 8.7.
- 10.2** The District will publish and distribute to all staff the Code of Professional Conduct for Education Practitioners. Critical to the establishment of this culture is the conduct of teachers, certificated support staff, and administrators, who all shall comply with the Code of Professional Conduct and any set of professional practice standards that may be developed locally.
- 10.3** The Association and the District agree to the following:
- 10.3.1** The Association will train all Building Representatives to assist certificated personnel with conflict resolution.
  - 10.3.2** The Association and the District will jointly plan and financially support training for all individuals to develop and maintain an effective professional culture. This training will be replicated each year for employees new to the district.
  - 10.3.3** The Association and the District will create or provide conflict resolution teams. Such teams will be composed of staff within buildings. This does not preclude using outside conflict mediation resources.
  - 10.3.4** The Association and the District will jointly develop professional practice standards.
- 10.4** Resolving Conflicts between individuals should usually follow these steps:
- 10.4.1 Step 1** – Individuals should attempt to mutually solve their interpersonal conflicts. If this is not satisfactory to either of the parties, or if this does not provide satisfactory results.
  - 10.4.2 Step 2** – Individuals should contact a trained Association Building Representative to mediate the problem. This includes conflicts between association members and other district employees. If this is not satisfactory to either of the parties, or if this does not provide satisfactory results...
  - 10.4.3 Step 3** – Individuals should contact a supervising administrator.
- 10.5** Administrators shall help employees whose professional relationships need improvement. Such assistance shall include:
- 10.5.1** Mediation by the administrator.
  - 10.5.2** Opportunities for offsite workshops or other appropriate training.
  - 10.5.3** Mediation through a building conflict resolution team.