



SPCS Code of Ethics

All members of the School Board, administrators, teachers, and all other employees of the St. Petersburg Christian School (SPCS) regardless of their position, because of their dual roles as servants and educators, shall receive training for, and must adhere to the following Code of Ethics as a condition of their employment. Adherence to the Code of Ethics will create an environment of honesty and integrity and will aid in achieving the common mission of providing a safe and high quality education to all students.

Application

This Code of Ethics applies to all members of the SPCS School Board, administrators, teachers, and all other employees regardless of full or part time status.

SPCS does not discriminate in employment including the terms and conditions of employment, on the basis of gender, race, color, national or ethnic origin, age or disability. As a Christian organization, the school is permitted to discriminate on the basis of religion. Employees are subject to SPCS policies, rules, and regulations. To the extent not in conflict with any laws, Board policies, or governmental regulations, this Code of Ethics shall control with regard to conduct. In the event of any conflict, the laws, regulation or Board policy shall control.

Fundamental Principles

The fundamental principles upon which this Code of Ethics is predicated are as follows:

- Citizenship- Helping to create a society based on Christian values (e.g. rule of law, equality of opportunity, due process, reasoned discussion, checks and balances, rights of responsibilities) Romans 13:1
- Cooperation- Working together toward goals that further the mission of SPCS. Phil. 2:2
- Fairness- Treating people impartially, not playing favorites, being open-minded, and maintaining an objective attitude toward those whose actions and ideas are different from our own. James 2:1
- Honesty- Dealing truthfully with people, being sincere, not deceiving them nor stealing from them, not cheating or lying. 2 Tim. 2:15
- Integrity- Standing up for Christian beliefs, about what is biblically right and what is wrong and resisting social pressure to do wrong. 2 Cor. 8:21

- Kindness- Being sympathetic, helpful, compassionate, benevolent, agreeable, and gentle towards people. Eph. 4:32
- Pursuit of Excellence- Doing their best with their talents, striving toward a goal, and not giving up. 1 Cor. 10:31
- Respect- Showing regard for the worth and dignity of someone or something, being courteous and polite, and judging all people on their merits. It takes three (3) major forms: respect for oneself, respect for other people, and respect for all forms of life and the environment. Rom. 12:10
- Responsibility- Thinking before acting and being accountable for their actions, paying attention to others and responding to their needs. Responsibility emphasizes our positive obligations to care for each other. 1 Peter 4:10

Each employee and board member agrees and pledges:

- To abide by this Code of Ethics, making the well-being of the students and the honest performance of professional duties core guiding principles.
- To obey local, state, and national laws, codes and regulations.
- To support the principles of due process to protect the rights and interests of all individuals.
- To treat all persons with respect and to strive to be fair in all matters.
- To take responsibility and be accountable for his/her actions.
- To avoid conflicts of interest or any appearance of impropriety.
- To cooperate with others to protect and advance SPCS and its students.
- To be efficient and effective in the performance of job duties.

Training Requirement: All instructional personnel, educational support employees, and administrators are required as a condition of employment to complete training on these standards of ethical conduct.

Reporting Misconduct by Instructional Personnel and Administrators: All employees, educational support employees, administrators, and teachers of St. Petersburg Christian School (SPCS) have an obligation to report misconduct by instructional personnel and school administrators, which affects the health, safety, or welfare of a student.

Reports of Misconduct of employees should be made to Bobby Hunter 727-522-3000 ext 2104.

Reports of misconduct committed by administrators should be made to Pastor Timothy Suddreth (727) 522-2171.

Legally sufficient allegations of misconduct by Florida certified educators will be reported to the Office of Professional Practices Services. Policies and procedures for reporting misconduct by instructional personnel or school administrators which affects the health, safety, or welfare of a student are posted in the teachers' break rooms and in our Code of Ethics on our school website at:

<https://www.stpetechristian.com/employment>

Reporting Child Abuse, Abandonment, or Neglect: All employees have an affirmative duty to report all actual or suspected cases of child abuse, abandonment, or neglect. Call 1-800-96-ABUSE or report online at: <http://dcf.state.fl.us/abuse/report>.

Liability Protections: Any person, official, or institution participating in good faith in any act authorized or required by law, or reporting in good faith any instance of child abuse, abandonment, or neglect to the department of any law enforcement agency, shall be immune from any civil or criminal liability which might otherwise result by reason of such action. (F.S. 39.203)

An employer who discloses information about a former or current employee to a prospective employer of the former or current employee upon request of the prospective employer or of the former or current employee is immune from civil liability for such disclosure or its consequences unless it is shown by clear and convincing evidence that the information disclosed by the former or current employer was knowingly false or violated any civil right of the former or current employee protected under F.S. Chapter 760. (F.S. 768.095)

I, _____, have read and agree to the SPCS Code of Ethics as written in this document.

Employee Signature

Date

Scripture references:

Citizenship- Rom. 13:1 Let every person be subject to the governing authorities. For there is no authority except from God, and those that exist have been instituted by God.

Cooperation- Phil. 2:2 Complete my joy by being of the same mind, having the same love, being in full accord and of one mind.

Fairness- James 2:1 My brother, show no partiality as you hold the faith in our Lord Jesus Christ, the Lord of Glory.

Honesty- 2 Tim. 2:15 Do your best to present yourself to God as one approved, a worker who does not need to be ashamed and who correctly handles the word of truth.

Integrity- 2 Cor. 8:21 For we aim at what is honorable not only in the Lord's sight but also in the sight of man.

Kindness- Eph. 4:32 Be kind to one another, tenderhearted, forgiving one another, as God in Christ forgave you.

Pursuit of Excellence- 1 Cor. 10:31 So whether you eat or drink or whatever you do, do it all for the glory of God.

Respect- Rom. 12:10 Love each other with genuine affection, and take delight in honoring each other.

Responsibility- 1 Peter 4:10 Each of you should use whatever gift you have received to serve others, as faithful stewards of God's grace in its various forms.