

STAFF ETHICS

All employees of the District are expected to maintain high standards in their conduct both on and off duty. District employees are responsible for providing leadership in the school. This responsibility requires the employee to maintain standards of exemplary conduct within the community. To these ends, the Board adopts the following statements of standards. District employees will:

- Make the wellbeing of students the fundamental value of all decision-making and actions.
- Maintain just, courteous, and proper relationships with students, parents, staff members, and others.
- Fulfill their job responsibilities with honesty and integrity.
- Maintain the standards and seek to improve the effectiveness of the profession through research and continuing professional development.
- Honor all contracts until fulfillment or release.

1. Staff Ethics

An employee speaking or writing as a citizen should be free from institutional censorship or discipline, but his / her special position in the community carries special obligations and should remember that the public may judge the profession and the institution by utterances. Hence the staff should at all times be accurate, should exercise appropriate restraint, should show respect for the opinion of others, and should make every effort to indicate that he / she is not a school spokesperson.

2. Staff Conflict of Interest

Employees will not engage in, or have a financial interest in, any activity that raises a reasonable question of conflict of interest with their duties and responsibilities as a member of the school staff. This includes but is not limited to:

- A. Employees will not participate for financial remuneration in outside activities wherein their position on the staff is used to sell goods or services to pupils or their parents / guardians.
- B. Employees who have patented or copyrighted any device, publication, or other item will not receive royalties for use of such item in the District's schools.
- C. Employees will not engage in any type of work where the source of information concerning customer, client, or employer originates from information obtained through the school system.
- D. School employees will not solicit or sell for personal gain any educational materials or equipment owned by the School District. School employees will not make available lists of names of students or parents / guardians to anyone for sales purposes.

3. To avoid nepotism in the supervision of personnel, the School Board directs that no employee be assigned in any position where the employee would be responsible to a relative. See policy GBEBE.

Any action taken regarding an employee's employment with the District will be consistent with all rules, laws, and collective bargaining agreements, if applicable.

Legal References:

RSA 189:13, Dismissal of Teacher

RSA 189:14-a, Failure to Be Renominated or Re-elected

RSA 189:14-d, Termination of Employment

RSA 189:31, Removal of Teacher

NH Code of Administrative Rules, Section Ed 511, Denial, Suspension or Revocation of Certified Personnel

(Adopted: 12/3/2018)