

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 and community. This responsibility requires the employee to maintain standards of exemplary conduct.

The Board incorporates by reference and adopts as independent ethical standards relative to employment in the District, the provisions of the New Hampshire Code of Ethics for New Hampshire Educators (the “NH Code of Ethics”), as the same may be amended by the State from time to time.

In addition to the ethical standards set forth in the New Hampshire Code of Ethics, and without limiting the application thereof to District employment, employees will:

- Staff members shall maintain a reasonable standard of care for the supervision, control and protection of students commensurate with their assigned duties and responsibilities.
 - 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.
 - Direct any criticism of other staff members toward improving the District. Such constructive criticism is to be made directly to the building administrator.
 - Obey all local, state, and national laws.
 - Implement the School Board's policies, administrative rules and regulations.
 - Avoid using position for personal gain through political, social, religious, economic, or other influence.
 - 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.
 - Maintain all privacy and confidentiality standards as required by law.
- Exhibit professional conduct both on and off duty.

Employees are put on notice that this list is not intended to be exhaustive or complete. Employees who fail to abide by the terms of this policy may be non-renewed and/or face discipline up to and including termination. 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:

N.H. Dept. of Education Administrative Rule – Ed 303.01

N.H. Dept. of Education Administrative Rule – Ed 510.01- 510.05, Code of Conduct for NH Educators

N.H. Dept of Education, Code of Ethics for NH Educators

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