

Pittsfield School District

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. To these ends, the Board adopts the following statements of standards. District employees will adhere to the standards enunciated in this Policy in the decision-making process involving interactions with students, the school community, colleagues, parents, and the public.

A. Adoption and Incorporation of Standards of Code of Ethics for New Hampshire Educators

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, as the same may be amended by the state from time to time.

B. Additional Ethical Standards

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:

- Make the wellbeing of students the fundamental value of all decision-making and actions;
- Staff members shall maintain a reasonable standard of care for the supervision, control, and protection of students commensurate with their assigned duties and responsibilities;
- 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 appropriate district administrator;
- Obey all local, state, and national laws;
- Implement the School Board's policies, administrative rules, and regulations;

GBEA

- Avoid using position for personal gain through political, social, religious, economic, or other influence;
- Refrain from making false statements or knowingly submitting false information during any investigation of discrimination, bullying, or sexual harassment;
- 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.

C. Dissemination

The content of this policy should be included in every employee/staff handbook and/or otherwise provided annually to each employee, designated volunteer, and contracted party.

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