

Pittsfield School District

STAFF CONDUCT

A. General Provisions.

All employees have the responsibility to make themselves familiar with, and abide by, the laws of the State of New Hampshire as they affect their work, the policies and decisions of the Board, and the administrative regulations designed to implement them.

All employees are expected to carry out their assigned duties, support and enforce Board policies and administrative regulations, submit required reports, protect district property, oversight of students, and contribute to the education and development of the District's students.

All employees are expected to comply with rules and decisions of their supervisors.

Employees are advised that failure to abide by this and other School Board policies can lead to disciplinary action, up to and including dismissal, and can result in non-renewal. Any action taken regarding an employee's employment with the district will be consistent with all rules, laws, and collective bargaining agreements, if applicable.

B. Adoption and Incorporation of Standards of Code of Conduct for New Hampshire Educators.

The Board incorporates by reference, and adopts as independent standards of conduct relative to employment in the district, the provisions of the New Hampshire Code of Conduct for New Hampshire Educators (Ed 510.01 – 510.05) (the "NH Code of Conduct"), as the same may be amended by the state from time to time.

The district reserves the right to take employment action against any employee based on the district's interpretation of the provisions of the New Hampshire Code of Conduct and the district's independent assessment of whether an employee has violated said provisions. The district's interpretation, assessment, and/or action thereon are independent of any interpretation by the New Hampshire Department of Education with respect to those standards and irrespective of any investigation by or action taken by the New Hampshire Department of Education relative to a district employee's conduct.

C. Dissemination.

GBEB

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

Adopted: April 11, 1984 (as Policy GBCB)
Reviewed: October 15, 1992
Reading: June 24, 2010
Adopted: July 22, 2010
Reviewed: June 26, 2014
Reviewed: September 6, 2018
Amended: December 5, 2019