# GBEA

# STAFF ETHICS

All employees of the District are expected to maintain high standards in his/her 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:

* 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 his/her 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 or school property 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.

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. The employee must remember that the public may judge the profession and institution by his/her utterances. Hence the employee should, at all times, be accurate, exercise appropriate restraint, show respect for the opinion of others, and make every effort to indicate that he/she is not a school spokesperson.

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:

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

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