

SURRY SCHOOL BOARD POLICY

Policy GBEB - Staff Conduct

The Surry School Board does not operate any schools and is recognized as a sending district. The Surry School Board recognizes and incorporates by reference the policies and procedures of the receiving school boards related to staff conduct and comportment in the school districts where Surry resident students attend school. The Surry School District contracts with administrative staff for the provision of SAU services. The District may also engage independent contractors, consultants, or other individuals for the provision of student services which may take place in receiving schools. Individuals and companies hired by, or under contract with, the Surry School District and working in receiving schools are advised to make themselves aware of, and are required to comply with, the rules and regulations of the receiving school and the policies and practices of the receiving school board.

A. General Provisions.

All employees and contractors have the responsibility to make themselves familiar with, and abide by, the laws of the State of New Hampshire as they affect their work, all policies and decisions of the Board, and the administrative regulations and directives designed to implement them. All employees and contractors shall be 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. Employees and contractors 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 or termination of the contract. 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 upon the District's interpretation of the provisions of the NH 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 ("DOE") with respect to those standards, and irrespective of any investigation by or action taken by the DOE relative to a District employee's conduct.

C. Dissemination.

This policy is provided to each employee, designated volunteer, and contracted party by way of the District website at <https://surry.nh.gov>

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 NH Code of Administrative Rules, Section Ed 511,
 Denial, Suspension or Revocation of Certified Personnel
 N.H. Dept of Education, Code of Ethics for NH Educators

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