

PROFESSIONAL STAFF HANDBOOK



**EPPING SCHOOL DISTRICT
2018-2019**

Disclaimer: In the event that there is a discrepancy between the Epping district policy and this manual, policy always supersedes the manual.

**PROFESSIONAL STAFF HANDBOOK 2018-2019
RECEIPT AND ACKNOWLEDGEMENT**

All professional staff members are to return this page with their signature to the Superintendent's Office.

My signature acknowledges that I have received the 2018-2019 Professional Staff Handbook of the Epping School District. I understand it is my responsibility to read; understand; abide by the policies, rules, and regulations; and ask questions if I do not understand any information contained within it.

Name: (Please Print): _____

Signature: _____

Date: _____

**EPPING SCHOOL DISTRICT
Audio-Video Release**

Permission is hereby granted for me to participate in the audio and/or video recordings, web streamed and/or web based broadcasts that are related to school activities. I understand that such audio, video and or digital recordings are being used for educational and/or school related purposes and that these materials may be distributed for educational and school-related purposes only. I understand that these recordings will not be sold or duplicated for profit

Signature: _____

Date: _____

____ I do NOT give Epping the Epping School district permission to make audio and/or video, web streamed, and/or web broadcast recordings of me.

Signature: _____

Date: _____

Board Policy: EESSS (RSA189.68,IV January 2016)

HANDBOOK OVERVIEW

The Epping School District Professional Staff Handbook is designed to be an informational resource to assist staff, supervisors, and administrators in the following areas.

1. General Provisions
2. Employment Provisions
3. Compensation Provisions
4. Benefit Guidelines
5. Leave Provisions
6. Miscellaneous Benefit Guidelines
7. Career and Professional Development Provisions
8. Communication Guidelines and Tips
9. Confidentiality, Safety, Security, and Energy Guidelines

School Board Policy governing personnel can be referenced on the School District website www.sau14.org under the School Board webpage. School District personnel forms can also be located on the website under the Staff webpage.

The contents of the Handbook reflect current School Board policies and administrative practices and procedures. You are responsible for utilizing this Handbook to become familiar with its information and to understand what is expected of you as an employee. For a complete copy of the Epping School District Policy Manual, please visit the school district website at www.sau14.org.

You will receive updates to this Handbook to reflect changes in School Board policy and administrative practice and procedure. Please let us know if we have inadvertently missed any pertinent information that reflects current district practice. This Handbook may be modified, deleted, or changed at anytime. For an updated copy of this Handbook, please visit the school district website.

On behalf of the children in the Epping School District, your contributions are greatly appreciated. If you have any questions, comments, or concerns regarding the information contained within this Handbook, please contact the Superintendent's Office at 679-8003.

All professional staff will have to verify in writing the receipt of this Handbook and any subsequent updates and the acknowledgment of one's responsibility to review its content.

This Handbook is not intended to be a contract or part of a contractual agreement between the employer and the employee. If any provision of this Handbook or any application of this Handbook is held to be contrary to law or an existing collective bargaining agreement, then such provision or application shall not be deemed valid and subsisting, except to the extent permitted by law or the collective bargaining agreement, but all other provisions or applications shall continue in full force and effect.

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EPPING SCHOOL DISTRICT MISSION STATEMENT

The mission of the Epping School District is to focus on the potential of every student and engage them to be passionate, confident learners who demonstrate competence and have strength of character to reach their highest aspirations and thoughtfully contribute to a diverse and changing world.

SUPERINTENDENT'S MESSAGE

Welcome!

Thank you for choosing to be a member of the Epping Educational community. The Epping School District is a wonderful learning environment for children and a nice place to work for adults.

This handbook is designed to provide you with all of the information needed to be a well-informed employee. I encourage you to use this handbook, as well as your Teacher's Contract as a resource for information.

It is important that you know that I have an open-door style of leadership. I want every employee to experience success in their position. If I can provide you with support, please do not hesitate to reach out for a time to meet.

Respectfully,

Valerie McKenney
Superintendent
Epping School District

EPPING DISTRICT GOALS 2018-2020

LIFE READY GOAL:

* To develop, implement and refine a **social/emotional, life management** program that prepares each student for life in the 21st Century. (June 2019)

CURRICULUM GOAL:

* Based upon the district **Competencies and Performance Indicators**, each teacher/team will demonstrate completion of at least one unit of instruction that contains the following best practices: A Unit plan, differentiated lessons to meet the needs of various learners, common performance based assessments, Rubrics. (June 2019)

INSTRUCTIONAL GOAL:

* Begin to use a well-articulated **Multi-Tiered System of Support** and to use **data** to refine targeted instruction for students not demonstrating mastery of competencies and Performance Indicators. (June 2019)

ASSESSMENT GOALS:

* To develop **Rubrics** to measure performance indicators and competencies. (June 2020)

* To complete the **Work Study Practice** implementation process. (June 2020)

TECHNOLOGY GOAL:

* Develop and implement professional development to **enhance technology curriculum and support classroom technology Integration**, G Suite, PowerSchool, implementation of one to one technology and student Google portfolios. (June 2020)

ADDITIONAL GOAL:

* To reduce the number of teachers out of school on school days by at least 50% through the use of five Early Release Days and after school Professional Development opportunities for teachers.

LEARNING:

1. Curriculum is aligned to state competency frameworks.
2. Learning is assessed by state testing and district assessments.
3. Learning is routinely assessed using common assessments and performance indicators.
4. Timely interventions are provided to students who are not mastering Performance Indicators and Competencies.

COLLABORATIVE CULTURE:

1. All staff members are assigned as a member of a team.
2. All teams have developed team norms.
3. All teams have written goals that are strategic and specific, measurable, attainable, results-oriented, and time-bound (SMART).
4. All teams are organized by grade, subject, or other common responsibility within school and/or the district.
5. Team assignments are determined by the supervisor. Other team assignments may be by personal choice.

RESULTS:

1. All staff members shall collect student data and share information with team members.
2. All teams shall use data to formulate goals and monitor progress.
3. All teams shall produce evidence of goal completion.
4. All teams shall celebrate success with school and district staff.
5. All staff members and teams will provide timely feedback to students, staff members, and parents.

EPPING SCHOOL COMMUNITY RIGHTS & RESPONSIBILITIES

Our goal is to provide rigorous learning opportunities for all members of our school community in a personalized learning environment. To achieve this end, our strategy is to implement a learning community of disciplined people, thought and action focused on high expectations for teaching and learning. We expect all of our school community, including school staff, to:

1. Support the individual in determining his or her learning purposes and the means for achieving them.
2. Provide a rigorous educational program to promote success for all learners.
3. Balance the educational program with real world and service learning.
4. Be engaged in the learning process by setting high expectations and collaborating with others to meet these expectations.
5. Respect the right to learn for all and at all times.
6. Be responsible for one's own learning and encourage the learning of others.
7. Behave in an appropriate manner considerate of one's self and the community.
8. Be accountable for one's actions and choices.
9. Be truthful, courteous, and take pride in one's work.
10. Be present and on time.

The Board is also interested in its personnel as individuals, and it recognizes its responsibility for promoting the general welfare of the staff. The Board's specific personnel goals are to:

1. Recruit, select, and employ the best qualified personnel to staff the school system.
2. Provide staff compensation and benefits programs sufficient to attract and retain qualified employees.
3. Provide an in-service training program for all employees to improve their performance, and to improve the overall rate of retention and promotion of staff, including a work-site wellness program that encourages health and disease prevention through attention to their physical, mental, and emotional well-being.
4. Conduct an employee evaluation program that will contribute to the continuous improvement of staff performance and overall school performance.
5. Assign personnel so as to ensure they are utilized as effectively as possible.
6. Administer collective bargaining agreements.
7. Develop the quality of human relationships necessary to obtain maximum staff performance and satisfaction, and high expectations for teaching and learning.

[\(Reference Policy GA Community Rights and Responsibilities\)](#)

EMPLOYEE RIGHTS & RESPONSIBILITIES

Essential to the success of ongoing school operations and the instructional program are the following specific responsibilities, which shall be required of all personnel:

1. Faithfulness and promptness in attendance at work.
2. Support and enforcement of policies of the Board and regulations of the School Administration.
3. Diligence in submitting required reports promptly at the times specified.
4. Care and protection of school property.
5. Concern and attention toward their own and the Board's legal responsibility for the safety and welfare of students, including the need to ensure that students are under supervision at all times.

School employees shall set examples that are an important part of the educational process. Their manner, dress, courtesy, and attitudes establish models that affect the development of young people. The Board expects its staff members to set exemplary standards, as well as focus on high expectations for teaching and learning per the School Community Rights and Responsibilities.

Although there is no specific dress code for school staff, it is understood that in order to achieve our District goal, staff must serve as role models for students wearing appropriate attire worthy of the education profession and not detracting from our educational purpose.

Reference: [Policy GBE Employee Rights and Responsibilities](#)

SECTION A – GENERAL PROVISIONS

ADMINISTRATION OF THE PROFESSIONAL STAFF

It shall be the duty of the Superintendent of Schools to administer the guidelines as described in this Handbook. This Handbook is intended to provide an overview of the District's personnel practices and does not represent all such policies, practices, and procedures described in the Epping School District Policy Manual.

HANDBOOK AMENDMENTS

The Superintendent of Schools shall submit revisions to the Handbook for School Board approval as changes in conditions and/or circumstances may justify. Professional staff members are welcome to suggest changes to the Superintendent.

PROFESSIONAL EMPLOYMENT

All teaching and administrative employment is per employment contract and subject to applicable school district policy, collective bargaining agreement, and law. Every permanent professional employee shall be required to execute a contract with the District. The contract shall be signed by the employee and the School Board Chair.

15th, a listing of teacher nominations for the coming year. The Board shall then elect teachers to be employed in the district for the coming school year. Reference GCB Professional Staff Contracts and GCF Professional Staff Hiring: [Policy GCF Professional Staff Hiring](#)

COLLECTIVE BARGAINING AGREEMENT

The Epping School Board recognizes The Epping Education Association as the exclusive representative of all certified teachers, media specialist, nurse, guidance counselors, speech/language therapist, Technology integrators, media specialists and occupational therapist under written contract with the Epping School District. All recognized members shall include any certified individual employed by the Epping School District who deals directly with children more than 50% of his/her time per day, per week, or per school year, whose position is such as to require him or her to hold an appropriate credential issued by the New Hampshire Board of Education or New Hampshire Office of Licensed Allied Health Professionals under its regulations governing certification. If your position is subject to a collective bargaining agreement, you will be notified at the time of hire, and a copy of the collective bargaining agreement provided. Copies of the collective bargaining agreement will be distributed electronically to all bargaining unit members now employed or hereafter employed by the Epping School District. Copies can be requested from the Superintendent's Office at any time.

EQUAL OPPORTUNITY EMPLOYMENT/NON-DISCRIMINATION

The District will recruit, consider, and employ candidates without regard to gender, sexual orientation, marital status, race, color, religion, nationality, ethnic origin, age, disability, or genetic information, and who meet the physical and mental requirements and have the education, training, and experience established as necessary for the performance of the job. When there are opportunities for promotions and qualifications are equal, consideration will be given first to district employees. Equal opportunity applies to all employees of the District. All members of the school community shall learn and work in a safe, healthy, and positive school environment.

The District will not tolerate harassment of any kind. Inquiries, complaints, and other communications relative to this policy and to the applicable laws and regulations concerned with non-discrimination shall be received by the Superintendent or his/her designee.

This policy of non-discrimination is applicable to all persons employed or served by the district. Any complaints or alleged infractions of the policy, law or applicable regulations will be processed through the grievance procedure. This policy implements PL 94-142, Section 504 of the Rehabilitation Act of 1973, Title II of the American with Disabilities Act, Title VI or VII of the Civil Rights act of 1964, Title IX of the Education Amendments of 1972, Title II of the Genetic Information Nondiscrimination Act of 2008, and the laws of New Hampshire pertaining to non-discrimination. (Reference GBA Equal Opportunity Employment and GBA-R Nondiscrimination Procedure) (Epping School District Discrimination and/or Harassment Report Form (GBA-FORM) can be referenced on the District Website.) Policy GBA: [Policy/GBA School Community Rights and Responsibilities](#).

SEXUAL HARASSMENT

It is the policy of the district to maintain learning and working environment that is free from sexual harassment and sexual violence. The District will not tolerate sexual harassment or sexual violence of students or employees by anyone, whether on school property, at school or work-related assignments off school property, at school-sponsored social functions, or elsewhere. The District will act to investigate all complaints, formal or informal, verbal or written, of sexual harassment or sexual violence and to discipline any student or employee who sexually harasses or is sexually violent to a student or employee of the District.

Any person who believes he or she has been the victim of sexual harassment or sexual violence by a student or an employee of the District, or any third person with knowledge or belief of conduct which may constitute sexual harassment or sexual violence should report the alleged acts immediately to an appropriate District official. The District encourages the reporting party or complainant to use the District's report form, although it is not mandatory. Reference GBAA Sexual Harassment and Sexual Violence Policy: [GBAA-Sexual Harassment and Sexual Violence Policy](#) The Epping School District Sexual Harassment and Violence Report Form. [GBAA Form](#)

PROOF OF US CITIZENSHIP AND/OR RIGHT TO WORK

Federal regulations require that within three (3) business days of becoming employed, all employees must complete and sign the Federal Form I-9, Employment Eligibility Form, and present documents of identity and eligibility to work in the United States. This information will be provided during the new employment process.

CONDITIONS OF EMPLOYMENT

All new employees are required to start the employment process in the Superintendent's Office and complete the required new-hire paperwork for conditional employment.

a. Criminal History Records Check (including fingerprinting):

In accordance with RSA 189:13-a, all school district personnel shall complete a criminal history records check that includes fingerprinting. The Epping School District will assume the full cost of the criminal records check and fingerprinting. The fingerprinting will be a Livescan fingerprint and can be done at any of the Livescan fingerprint locations. The final offer of employment is subject to a successfully completed criminal history records check. Reference: [GBCD Background Investigation and Criminal Records Check](#)

Pre-Employment Medical Examination:

In accordance with RSA 200:36, all school district personnel are required to have a pre-employment medical examination by a licensed physician. The examining physician shall supply the District with a written recommendation indicating that the employee is medically capable of performing the designated assignment. The employee will assume the full cost of the pre-employment medical examination. Additional examinations may be requested by the Superintendent at any time.

The Genetic Information Nondiscrimination Act (GINA) prohibits the District from requesting or requiring genetic information of employees or their family members. In order to comply with this law, the District is asking that employees not provide any genetic information when responding to a request for medical information. "Genetic information," as defined by GINA,

includes an individual's family medical history, the results of an individual's or family member's genetic tests, the fact that an individual or an individual's family member sought or received genetic services, and genetic information of a fetus carried by an individual or an individual's family member or an embryo lawfully held by an individual or family member receiving assistive reproductive services.”

Reference GBGA Staff Health: <http://www.sau14.org/uploads/Policy/GBCD.pdf>

c. State Certification:

In accordance with NH State Law and NH Department of Education Rules and Regulations, all professional staff (teachers and designated administrators) shall be state certified or eligible for state certification. As a condition of employment the employee will provide evidence of state certification or eligibility. The employee will assume the full cost of state certification.

Reference: [Policy GCA Professional Staff Responsibilities](#)

STAFF DRESS CODE

Although there is no specific dress code for professional staff, it is understood that in order to achieve our District goal, staff must serve as role models for students wearing appropriate attire worthy of the education profession and not detracting from our educational purpose. Reference: [Policy GBE Employee Rights and Responsibilities](#)

Staff members are expected to dress according to their position and to wear appropriate safe shoes. Flip flops are not considered safe footwear. Dress communicates authority for students, parents, and staff members. There is a fine line between dressing too formally so we are not approachable to students, but if we are too informal we lack professionalism. The general guideline is that staff members need to “portray a professional appearance.”

USE OF TOBACCO PRODUCTS (NO SMOKING)

In accordance with RSA 126-K: 7, no person shall use any tobacco product and/or devices in any facility maintained by the School District, nor on any of the grounds of the District. This ban also applies to vehicles on school grounds. Reference: [GBED – TOBACCO PRODUCTS BAN](#)

DRUG-FREE WORKPLACE

The Epping School District provides a drug-free workplace in accordance with the Drug-Free Schools and Communities Act of 1988 and 1989. Employees in violation of this act will be subject to disciplinary action as outlined in the Epping School District Policy Manual. As a condition of employment, all employees agree to and abide by the terms of the Drug-Free Workplace Policy, and will notify the District of any drug statute conviction resulting from workplace conduct within five (5) days of the conviction. As required by law, the employee is advised to read this policy in full. Reference: [Policy GBEC Drug Free Workplace](#)

EMPLOYEE ASSISTANCE PROGRAM

All employees of the District are eligible to receive free, confidential work/life services including counseling, resources, and referrals. This program is made available through the District's medical

insurance provider and is available 24 hours a day, 7 days a week. Employees do not have to receive medical insurance from the District to be eligible for this program. Employees can contact Life Resources directly at 1-800-759-8122 to obtain assistance with medical, legal, financial, work, or family challenges. A pamphlet outlining services is available by contacting your School Office or the Superintendent's Office. Information is also available online at <https://www.healthtrustnh.org>.

NON-SOLICITATION AND EMPLOYEE GIFT PROHIBITION

To insure a workplace free of financial pressures for both the employee and the District, no organization may solicit funds of staff members, nor may anyone distribute flyers or other materials related to fund drives, without the approval of the Superintendent. All employees are prohibited from accepting things of material value from companies or organizations doing business with the District. Exceptions to this policy are the acceptance of minor public relation type items such as coffee cups, pens, sample educational materials, etc. Reference: [Policy GBEBC Employee Gifts and Solicitations](#)

STAFF ETHICS AND EMPLOYEE CONFLICT OF INTEREST

An employee by 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 written or spoken statements. The employee is advised, at all times, be accurate, exercise appropriate constraint, show respect for the opinion of others, and make every effort to indicate that he/she is not a school spokesperson.

Employees will not engage in, or have a financial interest in, any activities that raises a reasonable question of conflict of interest with their duties and responsibilities as employees.

The School Board also directs that no employee be assigned in any position unless approved by the Superintendent to cover special circumstances where the employee would be responsible to a relative. Reference: [Policy GBEA Staff Ethics](#)

EMPLOYEE-STUDENT RELATIONS

Although it is desired that staff members have a sincere interest in students as individuals, partiality and the appearance of impropriety must be avoided. Staff members are expected to use good judgment in their relationships with students both inside and outside of the school context including, but not limited to the following guidelines.

- a. Staff members shall not make derogatory comments to students regarding the school and/or school staff.
- b. The exchange of purchased gifts between staff members and students is discouraged.
- c. Staff members shall neither invite students to their homes nor give out their home addresses.
- d. Staff members shall not fraternize, written or verbally or electronically, with students except on matters that pertain to school-related issues.
- e. Staff members shall not associate with students in any situation or activity which could be considered sexually suggestive or involve the presence or use of tobacco, alcohol, or drugs.
- f. Dating and/or sexual relationships between staff members and students is prohibited.
- g. Staff members shall not use insults or sarcasm against students as a method of forcing compliance with requirements or expectations.
- h. Staff members shall maintain a reasonable standard of care for the supervision, control, and protection of students commensurate with their assigned duties and responsibilities.

- i. Staff members shall not send students on personal errands.
- j. Staff members shall, pursuant to law and Board policy, immediately report any suspected signs of child abuse or neglect.
- k. Staff members shall not attempt to counsel, assess, diagnose, or treat a student's personal problem relating to sexual behavior, substance abuse, mental or physical health, and/or family relationships but, instead, should refer the student to the appropriate school staff member or agency for assistance.
- l. Staff members shall not disclose information concerning a student, other than directory information, to any person not authorized to receive such information. This includes, but is not limited to, information concerning assessments, ability scores, grades, behavior, mental or physical health and/or family background.

Violation of this policy shall be considered unprofessional conduct for school staff and shall be subject to disciplinary measures, up to and including dismissal. References: [Policy GBEBB Employee-Student Relations](#)

SCHOOL CANCELLATION/SCHOOL DELAY DUE TO INCLEMENT WEATHER OR SPECIAL CIRCUMSTANCES

It is the policy of the Epping School District to have delayed openings, early closings, and school closings in cases of inclement weather or special emergency circumstances. A delayed opening delays the opening of school for two (2) hours. Early closings depend on the particular circumstances and vary by building. School closings apply during and after the school day.

In most cases decisions regarding school opening are made prior to 6:00 am. Please note that if a delay is called this decision may change to a cancellation depending on the weather or special circumstances. All attempts will be made to make this change prior to 8:00 am. All employees will be notified by the school's telephone tree and/or the district's automated calling system. If you must leave a message for someone on your telephone tree, please call the next person in line to ensure that the telephone tree continues. If you are not receiving an automated notification call, notify the school office so that you may be added to the notification list. Please note that the automated notification call is voice activated. Employees may also access delays and cancellations by watching WMUR Channel 9 or accessing the WMUR website, also accessible through the school district website at www.sau14.org. As a rule of thumb in cases of school delay, employees are instructed to arrive at their regularly scheduled time plus two hours.

When school is canceled for the day, school year professional staff will be required to make-up the day per District practice. Full year professional staff are advised to use their best judgment as to driving to work in hazardous conditions. Reference: [Policy EBCD School Closings for Inclement Weather](#)

FOOD SERVICE PROGRAM

The District provides a food service program for students and staff. This program is not funded with Epping tax dollars and is expected to pay for itself. As a result, all staff are expected to pay for all meals, drinks, and snacks obtained through the food service program. An adult entree or salad bar lunch is \$3.75. Breakfast is available at \$2.25. All adults are expected to pay the adult cost. Requests for student prices will not be honored. Ala carte items are also available and are individually priced. School staff are not allowed to charge for any food service purchases per the food service collection policy. (Reference EF Food Service Management)

Only kitchen staff are allowed in the kitchen area per the federal food code. No staff or students are permitted in the kitchen area unless authorized by the Food Service Director. School staff are not allowed to eat their meals in the kitchen area. If you are in need of assistance, please speak with the kitchen by phone or by using the serving window areas. All requests to use the kitchen area must be approved by the Food Service Director and a food service staff member must be present for approved use of the kitchen. Reference: [Policy EF Food Service Management](#)

CHANGE OF NAME AND/OR ADDRESS

All employees with a name and/or address change are required to notify the School Principal's Office and Superintendent's Office. All employees will need to complete the necessary paperwork available at the Superintendent's Office. Please note that a change to a name or address will impact payroll and benefits, and changes should be reported as quickly as possible.

SECTION B – EMPLOYMENT PROVISIONS

PROFESSIONAL STAFF ASSIGNMENTS AND TRANSFERS

All teaching and administrative employment is per employment contract and subject to applicable school district policy, collective bargaining agreement(s), and law. Employment contracts will become part of the employee's personnel file.

The assignment and/or transfer of all professional staff will be upon the approval of the School Board following the recommendation of the Superintendent. All such assignments and/or transfers will be in the best interest of the Schools in keeping with the training and experience of the personnel.

All changes in job title, assignment, or rate of pay will be documented and placed in the employee's personnel file. Employees may request changes in existing positions directly with their direct supervisor, and all requests are subject to approval by the Superintendent and/or School Board. Reference: [GCK Professional Staff Assignments and Transfers](#)

PROFESSIONAL STAFF LABOR CLASSIFICATION

Professional staff including teaching and administrative employees shall be exempt from overtime pay conforming to the definitions specified in the Fair Labor Standards Act. Reference: [Policy GCA Professional Staff Responsibilities](#)

JOB DESCRIPTIONS

Professional staff positions shall have a written job description that is on file at the Superintendent's Office. An employee's job description will be made available upon employment and/or request. All job descriptions shall be reviewed periodically and are subject to change. New job descriptions and revised job descriptions are subject to approval by the Superintendent and School Board. Job descriptions will be used in evaluating performance standards.

Each professional staff member is also required to carry out assignments from the School Principal or other responsible administrator in conformance with School Board policies, regulations of the School

Board and Superintendent, and School Board directives. Each professional staff member is required to abide by all state and federal laws, School Board policies, regulations of the School Board and Superintendent, and School Board directives. Reference GCA Professional Staff Responsibilities: [Policy GCA Professional Staff Responsibilities](#)

REPORTING TO WORK WITH AN INJURY OR ILLNESS OR AFTER A MEDICAL PROCEDURE OR HOSPITALIZATION (WORK OR NON-WORK RELATED)

All employees are expected to perform the essential functions of their job listed under the working environment in the job description. Essential functions may include, but are not limited to the ability to stand; walk; sit; see; talk; hear; use hands; use computers and other equipment; reach; stoop; kneel; crouch; match walking speed of students and may require ability to run at times; move equipment; lift, carry, move and/or restrain students; handle school-level noise; handle stressful situations; etc. Any work or non-work injury, illness, medical procedure, or hospitalization may cause an employee to be unable to perform the essential functions of the job. The following report and return to work protocol is essential to insure the safe operation of the school district and to protect the employee from additional injury or illness.

REPORT AND RETURN TO WORK PROTOCOL

1. Employee reports injury, illness, medical procedure, or hospitalization affecting their ability to perform job to his/her supervisor. Employee is not to return to work. Employee's supervisor reports to the Superintendent or designated District Administrator.
2. Employee cannot return to work until:
 - a. Employee meets with the Superintendent or designated District Administrator.
 - b. Employee provides a medical note stating if the employee may or may not return to work, what essential functions the employee can and cannot do, and what accommodations are required, if any.
3. District determines if employee can return to work based on medical information provided. A general note that an employee may return to work is insufficient in making such a determination. District will request more information if the medical note is incomplete. Employee will not be able to return to work until this information is provided.
 - a. Work with no limitations – employee may return to work assignment.
 - b. No work – employee may not return to work.
 - c. Work with limitations – District will determine if accommodations are reasonable for employee to return to work.
4. In cases of 3b and 3c above, employee is to check in with District Office every week to report any updates on medical and work status. Employee is to provide updated medical information following each appointment with medical provider.

If in doubt, please contact District Office with any questions.

The employee is required to complete and sign the requested forms, provide the requested information, and help with the determination of eligibility. Potential outcomes may include reasonable temporary work accommodations, alternative work, light duty, paid leave, unpaid leave, or termination.

1. In compliance with RSA 281-A:23-b, the District will provide temporary alternative/transitional work opportunities to all employees temporarily disabled by a work-

related injury or illness if possible. This exception is subject to the rules and regulations of workers' compensation.

Reference: [Policy GBGD Workers' Compensation Temporary Alternative Work Program](#)

2. Light duty requests for non-work-related injury or illness will be handled on a case-by-case basis. An employee may also request a workplace accommodation under Section 504 of the Rehabilitation Act, the American Disabilities Act, or other applicable law.
3. An employee may also request leave outlined in an employment contract or collective bargaining agreement.

Only the Superintendent or designated District Administrator will determine if the employee can return to work based on their ability to perform one or more essential functions of the job safely and effectively. No employee will be able to return to work until this determination is made.

DISCIPLINE

All professional staff are required to carry out their assigned duties as assigned by the School Principal; to abide by School Board policy, regulations of the School Board and Superintendent, and School Board directives; and to uphold local, state, and federal law including the rules and regulations of the NH Department of Education. In the event that a professional staff member fails to perform to these expectations, the District will discipline the employee using fair consequences as determined by the Principal, Superintendent, and/or School Board to fit the performance deficiency. This discipline could include various administrative action leading up to dismissal or outright removal and dismissal. This policy is subject to collective bargaining agreement language and state and federal law. A bargaining unit member is entitled to representation of his/her choosing when he/she is being disciplined or discharged. Reference: [Policy GBE Employee Rights and Responsibilities](#)

DISMISSAL

Per RSA 189:13 the School Board may dismiss any teacher found by them to be immoral or who has not satisfactorily maintained the competency standards established by the School District, or one who does not conform to regulations prescribed herein.

For purposes of this policy competency standards and regulations are outlined in School Board policy, school district handbooks, school district professional master plan, school district job descriptions, school district goals, school handbooks, school initiatives and goals, and/or other such documentation outlining the rules and regulations of the District and the School(s).

Each professional staff member is also required to carry out assignments from the Building Principal or other responsible administrator in conformance with School Board policies, regulations of the School Board and Superintendent, and School Board directives.

Each professional staff member is required to abide by all state and federal laws, School Board policies, regulations of the School Board and Superintendent, and School Board directives.

Per RSA 189:13 no teacher shall be so dismissed before the expiration of the period for which said teacher was engaged without having previously been notified of the cause of such dismissal, nor without having previously been granted a full and fair hearing. The hearing will be conducted in accordance with the procedures set forth in Department of Education Rule 204.01. Reference: [Policy](#)

GCQ Non-renewal Termination and Dismissal of Certified Staff

FAILURE TO RENOMINATE OR REELECT

Per RSA 189:14-teachers (professional staff) may be non-re-nominated because of unsatisfactory performance. The Superintendent shall demonstrate, at the School Board hearing, by a preponderance of the evidence, that the teacher had received written notice that the teacher's unsatisfactory performance may lead to non-re-nomination, that the teacher had a reasonable opportunity to correct such unsatisfactory performance, and that the teacher had failed to correct such unsatisfactory performance. The Superintendent or the School Board is not required to provide the teacher with remedial assistance to correct any deficiencies that form the basis for such teacher's non-re-nomination.

Per RSA 189:14-b teachers aggrieved by a failure to re-nominate or reelect may request a review of the decision by the School Board and/or the State Board of Education. Reference: [Policy GCQ Non-renewal termination and Dismissal of Certified Staff](#)

REMOVAL

Per RSA 189:31 the Superintendent may remove a teacher or other employee of the District. The person so removed shall continue as an employee of the District unless discharged by the School Board, but may not return to the classroom or undertake to perform the duties of such person's position unless reinstated by the Superintendent.

Per RSA 189:32 any person so removed, unless dismissed by the School Board, may appeal to the State Board. Reference: [Policy GCQ Non-renewal Termination and Dismissal of Certified Staff](#)

RESIGNATION

All professional staff members who sign a contract are expected to honor the contract. Any employee under contract with the Epping School District who seeks or is contacted for employment elsewhere shall immediately inform the prospective employer that he/she is under a contractual obligation to the Epping School District. If said employee becomes a finalist for a position elsewhere, the employee will immediately notify the Principal or Superintendent. Upon written notification from the employee that he/she wishes to accept a position elsewhere, the District will make a good faith effort to secure a replacement deemed qualified by the District. However, said employee under contract to the District shall not be released from his/her contractual obligations to the District until such time as a replacement deemed to be qualified by the District is hired. Exceptions to this policy may be granted under conditions set forth in the collective bargaining agreement.

However, the Board recognizes that extenuating circumstances may arise which warrants it giving special consideration to a resignation request. In these instances, the Board may make exceptions to this Policy, on a case-by-case basis.

If the employee fails to conform to these requirements, said person will bear all costs associated with the abrogation of his/her contract including, but not limited to, all legal fees and costs which the Board may incur in enforcing this provision and any and all other costs associated with locating and securing a qualified replacement. Upon review of the circumstances surrounding a contracted employee's separation, the Board may waive the costs outlined above. In addition, if a professional staff member reneges on his/her contract, the Board may notify the teacher certification division of the Department of Education.

All professional staff resignations are subject to approval by the Superintendent and the School Board and may be subject to the collective bargaining agreement. Any employee terminating his/her employment shall provide his or her supervisor with a written letter of resignation. This letter should include the reason for such resignation and the date of last employment with the District. All employees are expected to fulfill their employment obligations as approved by the School Board. Accrued paid time off shall not be used in lieu of working during the period of notice. All resignation requests shall be forwarded to the Superintendent. Employees resigning their position will receive a written response. (Reference GCQC Resignation of Professional Staff Member)

TIMELY RETURN OF CONTRACTS

Professional staff issued an employment contract for continued employment with the District are required to return such contracts in a timely manner. Employees will be notified with their contract the time in which contracts are to be returned to the Superintendent's Office. If a contract has not been returned by the deadline, it will be assumed that the employee has voluntarily resigned and will not be returning to the District. Reference: [Policy GCQC Resignation of Professional Staff Member](#)

INVOLUNTARY TERMINATION

Involuntary termination from any professional position is subject to approval by the Superintendent of Schools.

When the Board finds it necessary to reduce the number of full-time and/or part-time professional staff positions for reasons of declining enrollments, budget reduction, change in or consolidation of Board-authorized programs, or for any other reason determined necessary or desirable by the Board, the decision to implement the reduction in force shall be made at the sole discretion of the School Board. The Board shall carry out the reduction in force in compliance with all laws and collective bargaining agreements. Reference: [Policy GCQA Reduction in Professional Staff Work Force](#)

RETIREMENT

Professional staff may be eligible for retirement in accordance with the regulations of the New Hampshire Retirement System. In order to more accurately formulate an operating budget, it is desirable for any professional staff planning retirement to notify the Superintendent by November 1st the year prior to retirement. Reference: [Policy GCQE Retirement of Professional Staff Members](#)

EXIT INTERVIEW

Upon termination from the District, employees should make an appointment with the Superintendent's Office to discuss compensation and benefits as appropriate, including the right to continue insurance coverage under the Consolidated Omnibus Budget Reconciliation Act of 1985 (COBRA), and to sign separation paperwork. The Superintendent will request an exit interview with separating professional staff. The School Board may also request an exit interview with the separating professional staff member. Reference: [Policy GCQA Reduction in Professional Staff Work Force](#)

REHIRING OF EMPLOYEES

After separating from the District, all rehired professional staff will begin their career as a new

employee of the District. All accrued sick and/or vacation days will be “zeroed out” upon the employee's previous termination and the employee's new hire date will begin with zero accrued days and available leave subject to the employment contract and/or collective bargaining agreement.

Rehired professional staff with a break in service are subject to the criminal history records check including fingerprinting. Exceptions may be made for a break in service over the summer vacation period. All rehired professional staff will also need to go through the new employee hiring process. Reference: [Policy GCEB Professional Staff Recruiting and Rehiring.](#)

OTHER EMPLOYMENT

Other employment by full-time professional staff is permitted as long as it does not adversely affect the performance of an employee and/or the interests of the Epping School District. The Board expects employees to give the responsibilities of their positions in the District precedence over any type of outside part-time work or professional consulting work.

An employee will not perform any duties related to an outside job during his/her regular working hours or during the additional time that she/he needs to fulfill the responsibilities of the position. Each professional staff member is expected to restrict his/her outside work to his/her non-District paid hours. Nor will an employee use any District facilities, equipment, or materials in performing outside work. Reference: [Policy GCR Non-School Employment by Professional Staff Members](#)

TUTORING FOR PAY

No professional staff member may receive pay for tutoring one of his/her own pupils. It is recommended that a teacher should also avoid tutoring any child from his/her building. Questions are to be referred to the School Principal. This policy does not apply to homebound instruction assigned by the school administration. Reference GCRD Tutoring for Pay: [Policy GCRD Tutoring for Pay.](#)

The payroll will be prepared so that the checks will be available to staff members on the following dates:

2018	2019
09/07/2018	01/11/2019
09/21/18	01/25/2019
10/05/2018	02/08/2019
10/19/2018	02/22/2019
11/02/2018	03/08/2019
11/16/2018	03/22/2019
11/30/2018	04/05/2019
12/14/2018	04/19/2019

12/28/2018	05/03/2019
	05/17/2019
	05/31/2019
	06/14/2019

For those employees without Direct Deposit, arrangements must be made for school vacation weeks to receive checks issued during the vacation

SECTION C – COMPENSATION PROVISIONS

PAY PERIODS AND SALARY ADMINISTRATION

Compensation records and related payroll information is a function of the Epping School District Payroll Department. Questions regarding paycheck distribution, direct deposit, payroll deductions, employment verification, and payroll practices should be directed to Payroll. The Payroll Office is located at the Superintendent's Office and can be contacted at 679-8003.

Paychecks are processed and distributed every two (2) weeks on Fridays. Paycheck distribution schedule will be supplied to the School Principal Offices. Checks are generally available at the schools after 9:00 am on pay day. Special arrangements may be made when school is not in session on a pay day.

School year professional staff members have the option of selecting 21 or 26 payments. This selection is located on the actual employment contract for school year professional staff. Please make this decision carefully as the number of payments selected cannot be changed during the school year. If a payment plan selection is not made a 26-payment plan will be selected by the Payroll Office. Staff selecting 26 pays will receive all remaining payments on the last payday in June. Professional staff members working the school year do not receive paychecks during the summer vacation.

It is general practice that professional staff working beyond the school year will receive their compensation distributed over the work period. Changes to this policy will be considered on a case-by-case basis.

Paychecks will include information regarding compensation deductions and days used against sick, personal, and vacation time allotments. The employee is responsible for reviewing his/her paycheck stub to verify accuracy of personal, compensation, deduction, and used days' information. Questions or possible errors should be directed as soon as possible to the Payroll Office.

The District practice is for all employees to receive their advice slips by email. This process saves time and resources. Please contact the Payroll Office for more information. A paper copy may also be requested.

DIRECT DEPOSIT

Direct deposit is available and is encouraged to be used by all employees for automatic deposit of compensation received from the Epping School District. Direct deposit is subject to individual bank policies.

For information regarding direct deposit contact the Payroll Department. Initiating direct deposit can take up to two (2) pay periods and an actual check will be generated until direct deposit is activated. It is important that the employee inspect his/her paycheck stub for several pay periods to insure accuracy. Direct deposit forms are available from the Payroll Department. Please contact the Payroll Department if you presently have direct deposit and are planning to change banking institutions.

PAYROLL DEDUCTIONS

Appropriate payroll deductions will be made from the compensation of all personnel. These will include federal income tax and social security. Other deductions may be made on a voluntary basis. These deductions may include dues, health insurance premiums, etc.

SALARY

The Superintendent of Schools will determine the annual salary for all new professional staff, conferring with the collective bargaining agreement if applicable.

ANNUAL RAISES

For professional staff in a collective bargaining agreement, the salary schedule for the school year is included in the agreement. Salary is determined by the step and education levels.

Annual salary advancement is also subject to the employee performing his/her regular duties for more than 50% of the contracted school year and/or having a satisfactory performance. In calculating the 50% contracted school year, only actual work days and approved leave days permitted on a school year basis (sick, personal & workshop) will be counted. Additional sick days taken under the Family Medical Leave Act (FMLA) or through accumulated sick days are not counted.

Professional staff members not subject to the collective bargaining agreement have their annual raises determined by the Epping School Board.

Annual raises are based on the fiscal school year, July 1 to June 30.

SALARY ADJUSTMENT FOR ADVANCED EDUCATION

Professional staff members subject to the collective bargaining agreement are eligible for a salary adjustment by being placed on an advanced education column per the salary schedule. In order to be eligible, the employee must have completed all necessary graduate credits prior to September 1st of the school year. No salary adjustment will take place until transcripts are filed in the Superintendent's Office. Upon receipt of the actual transcripts, the SAU Office will issue the employee a revised contract reflecting the salary adjustment.

Professional staff members must notify the Superintendent's Office by November 15th of the preceding year if a salary adjustment is anticipated. The Superintendent's Office will distribute a form via the school offices.

OVERTIME

Professional staff members are classified as exempt employees and are not entitled to overtime provisions.

SUPPLEMENTAL COMPENSATION

Supplemental compensation may be awarded to employees that perform additional duties above and beyond what is expected in their regular duties. Supplemental compensation may be added to the annual salary to be distributed over the selected number of pay periods or paid on a stipend basis. Supplementary compensation added to the annual salary is based on a written contract and is subject to regular taxation. Supplementary compensation paid on a stipend basis is subject to a 15% tax rate unless otherwise directed. All supplemental compensation is subject to federal tax law.

The following supplemental compensation may be awarded. Compensation is subject to School Principal approval and the collective bargaining agreement if applicable. Employees are responsible for verifying the accuracy of the supplemental compensation.

1. Teaching an additional period – CBA - stipend
2. Additional training and curriculum work* – CBA - stipend
3. Co-curricular advisorships - CBA - additional contract stipend
4. Coaching positions – CBA - additional contract stipend
5. Staff development coordination – CBA - additional contract stipend
6. Program coordinators and team leaders – CBA - included in annual compensation
7. Overnight field trip coverage – CBA - stipend
8. Administrative duties – District – stipend
9. Federal grant duties – District – stipend

Professional staff members receiving stipends for administrative functions or federal grant sponsored activities are subject to available funding. *Professional staff are responsible for using the District form to receive prior approval for additional training and curriculum work.

School Principals are responsible to submit the proper paperwork for payment to the Payroll Department in a timely manner. Supplementary compensation payments must be received by the Payroll Department by 9:00 am Thursday (Wednesday during the summer months) of the week prior to a pay day. Exceptions to this rule may be necessary to accommodate holiday and vacation schedules.

SALARY ADVANCES OR OTHER FLEXIBLE PAYMENTS

There shall be no salary advances or other flexible payments available.

WORK SCHEDULES

Daily and weekly work schedules shall be determined by the Superintendent of Schools conferring with the School Principal and collective bargaining agreement if applicable and taking into account

supplemental duties as well as meeting the Public-School Standards set by the NH Department of Education. Work schedules are subject to student instructional program, school duty schedules, and the school calendar. As a result, the School District does not offer flexible hours, telecommuting, or off-site options.

Professional staff shall report to work promptly at their designated starting time. In most cases, the staff member is expected to report to work at least fifteen (15) minutes before students arrive for the beginning of school. If you are governed by the collective bargaining agreement, please reference the agreement. Collective bargaining professional staff members are also required to be at school at a minimum of seven (7) hours and fifteen (15) minutes. Professional staff members are advised to check with the School Principal for professional staff arrival and departure times.

It is also understood that professional staff members on occasion may be required to stay beyond the normal workday for after school duties including, but not limited to, faculty meetings, parent conferences, student assistance, etc.

Please refer to your employment contract regarding actual number of working days. Job descriptions shall also include work schedule information. Questions regarding work schedule can be directed to the School Principal and/or Superintendent's Office. (Reference GCM Professional Staff Work Load)

ATTENDANCE

One of the Epping School Community Rights and Responsibilities is to be present and on time. All professional staff members are required to be in attendance and at their designated starting time and place to perform their duties. Excessive absence, tardiness, and/or unauthorized leaving from school grounds will be subject to disciplinary action up to and including dismissal and may affect the employee's compensation when granted leave is exceeded. (Reference GBE Employee Rights and Responsibilities)

NOTIFICATION OF ABSENCES

All unplanned absences due to illness or personal emergencies should be reported by the employee to the School Principal as soon as reasonably possible, preferably prior to 6:00 am of the day of absence. The School Principal will advise you as to the appropriate procedure.

Planned absences are subject to School Principal approval and in some cases the approval of the Superintendent is required. As soon as a planned absence is anticipated the employee is required to notify the School Principal.

Professional staff may be required by the administration to furnish satisfactory medical proof of illness when the staff member is absent for several consecutive days.

ATTENDANCE DURING NON-INSTRUCTIONAL TIME

Attendance during non-instructional time including, but not limited to lunch, planning, and curriculum periods is required. Scheduling of lunch, planning, and curriculum periods are subject to student instructional program and school duty schedules. Each professional staff member will be issued a school day schedule including a designated lunch break.

All professional staff members are expected to remain in the school building or on school grounds during the school day to facilitate communication and to address safety and emergency situations. Staff requesting permission to leave the school for lunch or other break periods must receive permission from the School Principal before doing so.

SECTION D – BENEFIT GUIDELINES

GENERAL

Due to the extent and scope of the School District's benefit program, the information in this section is summary in nature. Employees are responsible for becoming familiar with the full scope of policies and procedures for insurance plan(s) in which they are enrolled. Information materials and enrollment forms are available at the Superintendent's Office. Questions should be directed to the Superintendent's Office at 679-8003.

SECTION 125 BENEFIT PLAN

The School District offers a Federal Section 125 Benefit Plan. In doing so, the District offers employees special tax considerations for the payment of insurance premiums. Insurance premiums paid by the employee are done so on a pre-tax basis saving the employee federal and FICA taxes. Section 125 applies to all professional staff. If you do not wish to have your health/dental insurance premium contributions deducted on a pre-tax basis, you must contact the Superintendent's Office.

ANNUAL OPEN ENROLLMENT

Annual open enrollment for existing employees is normally during June for the Plan Year of July 1 to June 30. Employees may make changes to their individual benefit program during the open enrollment period only. Employees will be notified of the annual open enrollment period. Changes can be made throughout the year following qualifying events such as marriage, divorce, birth, death, spouse's job loss, etc.

TIMELY RETURN OF BENEFIT ENROLLMENT FORMS

Benefit forms must be completed and returned to the SAU Office prior to the first of the month in order for benefits to be activated for that month. This process is dictated by the School District's insurance carrier. If forms are not returned as stated above, insurance coverage may not be activated until the next first of the month following the submission date of the required paperwork.

BENEFIT PLAN

Full-time professional staff members are eligible for benefits per their employment contract if not a member of a bargaining unit, or per the collective bargaining agreement if a member of the bargaining unit. Each plan year the Superintendent's Office receives the health and dental insurance renewal rates. This information will be communicated to employees on a yearly basis prior to and/or during open enrollment.

For professional staff working the school year, the benefit period is September to August. For professional staff working the calendar year, the benefit period is July to June.

Part-time professional staff may also be eligible for benefits on a pro-ration basis. All insurance premium payments shall be pro-rated for professional staff members who work less than full-time. Pro-ration is defined as equal to the percentage of time worked in the District. Employees may elect to pay the premium difference not paid by the District or may not select benefit coverage.

Professional staff not eligible for spouse or family insurance coverage may also elect insurance coverage for their family member(s) provided that they pay the premium difference not paid by the District through payroll deduction. Failure to pay for insurance not provided by the District per contract will result in the immediate cancellation of insurance coverage.

QUALIFYING EVENTS FOR BENEFIT CHANGES

Once benefits have been selected during the enrollment period, changes can only be made due to qualifying events. These events include marriage, divorce, death of a spouse, the birth/adoption of a child, a child ceasing to qualify as a dependent, an employee's decrease in work hours and/or change in job position, or a spouse's change in employment or insurance status. When qualifying events occur, employees are responsible for notifying the Superintendent's Office as soon as possible, but at least within thirty (30) days of the event date, so that appropriate paperwork and payroll adjustments can be processed in a timely manner.

BENEFIT ELIGIBILITY FOR CHILDREN 19 TO 26 YEARS OF AGE

A provision under the Patient Protection and Affordable Care Act (ACA) requires eligibility for coverage of dependent children through the age of 26. As a result, dependents will be eligible through age 26 regardless of student status or state residency. ACA also allows these dependents to be covered if they are married, however the law does not require coverage to be extended to a dependent's spouse.

Approximately two months prior to a covered dependent child reaching age 26, Health Trust will notify the District of the impending termination of coverage for the dependent. In addition, Health Trust will send a COBRA Continuation Coverage Election Notice to the dependent. Coverage for the dependent will automatically be terminated at the end of the month in which they turn 26.

The rules also prohibit a plan or the District from charging a different premium, or from varying benefits or other terms of the plan, to this particular group of dependents unless the differences apply uniformly to all dependent children.

If you have questions, please contact Health Trust's Member Services Department at 800-527-5001.

HEALTH AND DENTAL INSURANCE

Complete information related to your health and dental program is available through the Epping School Board and Epping Education Agreement 2016-2019 The CBA is given to all new employees and is available on the district website.

LIFE INSURANCE

The School District offers a term life insurance plan to eligible employees. Life insurance is paid in full by the District for eligible employees. Employees will be notified of any change in the benefit.

Eligibility is determined by employment contract or by collective bargaining agreement, if applicable. Employees are responsible for completing the required paperwork and maintaining current beneficiaries on file at the Superintendent's Office. Employees should refer to their certificate of insurance for more detailed information.

INSURANCE BENEFIT DEDUCTIONS

The employee's cost of elected insurance benefits will be deducted from the employee's paychecks over the Plan Year. Any failure on behalf of the employee to pay for required premiums may result in cancellation of insurance coverage.

OPTION TO CONTINUE HEALTH/DENTAL INSURANCE COVERAGE

Employees who are eligible for retirement per the NH Retirement System may elect to continue their health and/or dental benefits as long as the Group Plan is in effect at the time of retirement and the School District's Plan permits such continuation. The employee is required to pay the full monthly cost of their elected insurance premium(s). Any failure on behalf of the employee to pay for required premiums may result in cancellation of insurance coverage.

Employees who are retiring should contact the Superintendent's Office about sixty (60) days prior to the date of retirement to discuss benefit options and to complete the appropriate paperwork.

The NH Retirement System has discontinued the medical subsidy for new retirees. Questions should be directed to the NH Retirement System by calling toll free 1-877-600-0158.

NH RETIREMENT

Participation in the NH Retirement System (NHRS) is mandatory for all employees working 35 or more hours a week on a regular basis. Enrollees contribute 7% of their gross earnings on a tax-sheltered basis. The District contributes an additional amount as set by the State Legislature. Part-time employment of anyone who retired from an NHRS employer and is in receipt of a pension shall not exceed 26 hours in a normal calendar week (not to exceed 1,352 hours in a calendar year). For retirees that are already working part-time as long as they remain in the same position held as of December 31, 2018, shall not exceed 32 hours in a normal calendar week (not to exceed 1,664 hours in a calendar year), with some exceptions for employment within a 5-consecutive month block of any 12-month period.

Employees who are planning to retire should schedule a counseling appointment with NHRS prior to actual retirement. In order to receive pension benefits, employees must file with NHRS no sooner than 90, but no less than 30 days before the date of retirement.

Employees who leave the District, and are not planning on retirement, should contact NHRS no sooner than 30 days after termination to discuss a refund or rollover of the employee's contribution.

Employees are responsible for updating current addresses and beneficiary information on file with the NH Retirement System.

The Superintendent's Office has available information booklets and forms. Questions are best directed to NH Retirement System, 54 Regional Drive, Concord, NH 03301, toll free 1-877-600-0158.

Professional staff subject to the collective bargaining unit may be eligible for an accumulated sick leave and/or enhanced service stipend upon retirement. A formal notice for this retirement stipend shall be made to the Superintendent at the same time the staff member completes the NHRS application or at least thirty (30) days prior to the last day the staff member is employed in the District. It is recommended that professional staff planning on retiring to notify the Superintendent by November 1st the year prior to retirement. Additional information on retirement stipends is contained within the collective bargaining agreement.

TRANSPORTATION AND OTHER EXPENSES

When personal vehicles are used for school business, the employee will be reimbursed for transportation costs at the IRS recommended rate. Transportation reimbursement is to be calculated from school to destination and back. If transportation is required for a full school day activity, such as a workshop, transportation reimbursement is to be calculated from school to destination and back or from home to destination and back, whichever is less. Reimbursement of transportation costs is subject to School Principal approval prior to actual transport. (Reference GDB Support Staff Responsibilities)

The practice of employees incurring expense on behalf of school business is discouraged per school audit guidelines. Employees are encouraged to purchase materials through the School District's purchase order system. It is acknowledged that occasionally this practice is not practical. In these cases, prior approval to the employee incurred expense is required from the School Principal.

All reimbursements are conditional upon the employee submitting within thirty (30) days the proper documentation including the reimbursement form and receipts.

STAY HEALTHY INCENTIVE

Professional staff members subject to the collective bargaining agreement are eligible for a Stay Healthy incentive in the form of a stipend of \$25 for each unused sick day over the 160 days accumulation limit based on his/her sick day count at the end of the school year. Days contributed to the Sick Leave Bank are considered to be used when considering this stipend only. For additional information, reference the collective bargaining agreement.

SECTION E – LEAVE PROVISIONS

GENERAL

The professional staff work schedule follows the school calendar unless specifically stated otherwise in the employment contract. Eligibility for leave is outlined in the collective bargaining agreement for professional staff in the bargaining unit. Professional staff members not covered by the collective bargaining agreement have leave outlined in their employment contract. Reference: [Policy GCC Professional Leave](#).

EXTENDED LEAVE OF ABSENCE

Employees anticipating an extended leave of absence of four or more consecutive days are requested to complete an Extended Leave of Absence Request. Reasons for an extended leave of absence may include the birth of a child, the adoption or foster care of a child, your own serious health condition, care of a relative, care of a covered service member with a serious injury or illness, qualifying support of the National Guard or Reserves, or other reason. Upon the receipt of this information, the District Office will evaluate the information and supply the employee with the appropriate paperwork that will need to be completed. Extended leave may be subject to the Family Medical Leave Act and collective bargaining agreements. The request form is available on the District website www.sau14.org. (Reference GCC Professional Leave see above)

Teachers and designated administrators subject to NHDOE certification are required to sustain their professional development while on an extended leave of absence. The employee must submit an individual professional development plan at the beginning of the school year, implement the plan throughout the school year, and submit a professional growth reflection form at the end of the school year. The plan and reflection is subject to approval by the Professional Development Committee. Please reference the Professional Development Master Plan for more information. Questions may be directed to the School Professional Development Coordinator or to the Superintendent of Schools.

SICK LEAVE

Sick leave days may be used for personal illness, health care provider appointments, and attending to the needs of family members as defined by Family Medical Leave Act (FMLA) and domestic partners.

The administration may require the employee to provide medical proof of illness and/or a doctor's certificate verifying that the employee is healthy to perform regular duties as outlined in the employee's job description. It is advised that employees stay in contact with school administration throughout extended periods of sick leave. If abuse of sick leave is suspected, the employee will be notified in writing. The employee will be required to provide satisfactory medical proof of illness. Abuse of sick leave may result in disciplinary action up to and including termination.

If a teacher is absent for four consecutive days or more, the teacher will be required by the administration to furnish satisfactory medical proof of illness.

Sick time may be used in a minimum of ½ day increments.

Unused sick leave at the end of the school year will be carried over to the following school year. Accumulated sick leave limits are stated in the collective bargaining agreement or per employment contract.

Employees are not compensated for unused sick leave upon termination, unless specifically stated in the collective bargaining agreement.

SICK LEAVE BANK FOR TEACHERS

Employees that are members of the collective bargaining agreement are eligible to participate in a sick leave bank. Written authorizations to donate one day to the sick leave bank are due in the Superintendent's Office by September 30th. Any bargaining member who starts employment after September 15th shall have two weeks to submit their authorization. It is important to note that you must donate one day to be eligible for yearly membership in the sick leave bank. This day will be deducted from the employee's total number of sick days for the school year. Rules governing the sick leave bank are outlined in the collective bargaining agreement.

Only members of the collective bargaining agreement are permitted to participate in the sick leave bank.

CONTRIBUTION OF SICK DAYS TO OTHER EMPLOYEES

Employees are not permitted to contribute sick days to other employees with the exception of the sick leave bank outlined above.

PERSONAL LEAVE

Personal leave is to be used for personal matters that cannot be accomplished outside of the normal workday. Professional staff members eligible for personal leave are requested to notify the School Principal in writing by completing the District Personal Leave Request Form at least forty-eight (48) hours in advance of such leave, except in the case of emergencies. Personal days are subject to the approval of the School Principal or Supervisor. No personal leave will be granted on a professional development day which is defined as a non-student work day. Personal leave on a day immediately prior to or immediately following a school holiday or vacation period shall be limited to a maximum of two (2) such days per school per holiday or vacation with no teacher taking more than one such day per school year. All requests for such leave shall be received by the Superintendent at least two weeks prior to the requested personal day. Approval will be granted on a first-come-first-served basis subject to the limitations set forth in this paragraph.

Personal time will be used in a minimum of ½ day increments. Personal time without pay must be approved by the Superintendent.

Professional staff covered by the collective bargaining agreement may accumulate personal leave up to four (4) days. This does not apply to non-collective bargaining professional staff.

Employees upon termination are not compensated for unused personal leave.

FAMILY AND MEDICAL LEAVE

All requests for Family and Medical Leave are subject to School Board Policy GBCBC Family and Medical Leave Act as stated below:

Pursuant to the Family Medical Leave Act of 1993, the School District will provide up to 12 weeks of unpaid family/medical leave per year for employees eligible for such leave. The following policy outlines the basic requirements for obtaining leave, the amount of leave that may be taken, and how the leave relates to other time off provided by the School District.

Employee Eligibility – Employees who have worked for the School District for at least 12 months and who have worked at least 1,250 hours in the 12 months preceding the date that requested leave is to begin are eligible for family/medical leave. Employees also must work with at least 50 other employees and within 75 miles of the same School District to be eligible. Employees who do not satisfy these requirements are not eligible for family/medical leave, but may be eligible for other leave under other School District policies.

Employees may take family/medical leave in the following circumstances:

1. To care for a newborn child, so long as leave is completed by the child's first birthday;
2. Placement of a child for adoption or foster care, so long as the leave is completed by one year following initial placement;
3. To care for a spouse, child or parent of an employee who requires such care because of a serious health condition; or
4. Because the employee has a serious health condition which renders him unable to perform his/her job.
5. Because a family member has been called to active military duty.
6. Because a family member requires care with a serious illness or injury incurred in the line of active duty.

Definition of Serious Health Condition – A serious health condition is an illness, injury, impairment, or physical or mental condition that involves either an overnight stay in a medical care facility, or continuing treatment by a health care provider for a condition that either prevents the employee from performing the functions of the employee's job or prevents the qualified family member from participating in school or other daily activities.

Subject to certain conditions, the continuing treatment requirement may be met by a period of incapacity of more than 3 consecutive calendar days combined with at least two visits to a health care provider or one visit and a regimen of continuing treatment, or incapacity due to pregnancy, or incapacity due to a chronic condition. Other conditions may meet the definition of continuing treatment.

Amount of Family/Medical Leave – In no event can family/medical leave last for longer than 12 weeks per year. The year, for these purposes, shall be July 1 through June 30. Employees who wish to take family/medical leave will be required to substitute any accrued but unused vacation and other leave for family/medical leave (i.e., use of other leave will count as concurrent use of family/medical leave). If other accrued leave is exhausted in less than 12 weeks, employees may augment such leave with family/medical leave until the total of all leave equals 12 weeks. No additional vacation or sick leave

will accrue while an employee is on family/medical leave. However, upon returning to work, employees will continue to accrue vacation and other leave.

An employee who is taking family/medical leave on account of a serious medical condition of himself/herself, a spouse, a child, or a parent may take leave intermittently or on a reduced-schedule basis. Employees taking family/medical leave for any other reason are not entitled to leave on an intermittent or reduced-schedule basis. Employees must make reasonable efforts to schedule leave for planned medical treatment so as not to unduly disrupt the district's operations. When necessary, an employee on intermittent or reduced-schedule leave may be transferred to another position, with no loss in pay or benefits, which will more easily accommodate the need for leave. Intermittent or reduced-leave is limited to no less than ½ day.

Special Rules for Military Entitlements – Eligible employees with a spouse, son, daughter, or parent on active duty or call to active duty status in the National Guard or Reserves in support of a contingency operation may use their 12-week leave entitlement to address certain qualifying exigencies. Qualifying exigencies may include attending certain military events, arranging for alternative childcare, addressing certain financial and legal arrangements, attending certain counseling sessions, and attending post-deployment reintegration briefings. Leave due to qualifying exigencies may be taken on an intermittent basis.

FMLA also includes a special leave entitlement that permits eligible employees to take up to 26 weeks of leave to care for a covered servicemember during a single 12-month period. A covered servicemember is a current member of the Armed Forces, including a member of the National Guard or Reserves, who has a serious injury or illness incurred in the line of duty on active duty that may render the servicemember medically unfit to perform his or her duties for which the servicemember is undergoing medical treatment, recuperation, or therapy; or is in outpatient status; or is on the temporary disability retired list.

Special Rules for Teachers – Congress created special rules for teachers who must take family/medical leave intermittently due to their own or covered relatives' serious health conditions. If the teacher would be on leave for more than 20 percent of the working days in the period for which the teachers seeks intermittent leave, the School District may require the teacher to elect either (1) to take non-intermittent leave for the period not to exceed the duration of the planned medical treatment or (2) to transfer temporarily to an available alternative position that the employee is qualified to hold, that has equivalent pay and benefits, and that better accommodates intermittent leave than the employee's regular position.

Special provisions also limit teachers' rights to take family/medical leave, either intermittent or non-intermittent, close to the end of an academic term. The United States Department of Labor's regulations define "academic term" to mean a semester. If a teacher wishes to begin family/medical leave (for any purpose) more than five weeks before the end of the term and to return with less than three weeks left in the term, the School District may require the teacher to remain on leave until the end of the term. If the employee wishes to begin family/medical leave (for any purpose except his/her own serious health condition) more than three but less than five weeks before the end of the term and to return during the last two weeks of the term, the School District may require the teacher to remain on leave until the end of the term. If the teacher wishes to begin family/medical leave (for any purpose except his/her own serious health condition) during the last three weeks of the term and wishes to take

leave of more than five working days, the School District may require the teacher to remain on leave until the end of the term.

Health and Other Insurance Benefits – During family/medical leave, an employee's health insurance will continue on the same terms as when the employee had continued to work. If this requires employee contribution for health insurance, the employee must make timely premium payments in order to maintain insurance for himself/herself and dependents. If an employee does not return from family/medical leave, the School District is entitled to collect all health premiums paid during the family/medical leave from the employee.

It may be necessary for the employee to continue other benefits as well, such as disability or life insurance, in order to be entitled to the same coverage upon return from leave. Employees will be required to pay premiums for any coverage which must be continued during the leave.

Employee Responsibilities – Employees seeking leave must provide, to the extent practicable, 30 days' notice that they intend to take family/medical leave when the need is foreseeable. When 30 days notice is not possible, the employee must provide notice as soon as practicable and must comply with the school/district normal call-in procedures, absent unusual circumstances. If an employee does not provide at least 30 days' notice, an explanation must be provided as to why less notice was given. The School District may either permit the employee to begin the leave as requested or require him/her to wait 30 days until after notice was provided to begin leave. Forms for notifying the School District of the need for leave are available from the Superintendent's Office.

Employees must provide sufficient information for the District to determine if the leave may qualify for FMLA protection and the anticipated timing and duration of the leave. Sufficient information may include but is not limited to that the employee is unable to perform job functions, the family member is unable to perform daily activities, the need for hospitalization or continuing treatment by a health care provider, or circumstances supporting the need for military family leave. Employees also must inform the District if the requested leave is for a reason for which FMLA leave was previously taken or certified. Employees also may be required to provide a certification and periodic recertification supporting the need for leave.

Forms for medical certifications are available from the Superintendent's Office. These forms must be provided within 15 days after the request for leave is made. Employees who do not provide this information in a timely manner may be denied leave.

If the medical certification form is found to be incomplete or insufficient, the District will specify in writing what information is lacking and give the employee 7 calendar days to cure the deficiency.

Genetic Information - The Genetic Information Nondiscrimination Act (GINA) prohibits the District from requesting or requiring genetic information of employees or their family members. In order to comply with this law, the District is asking that employees not provide any genetic information when responding to a request for medical information. "Genetic information," as defined by GINA, includes an individual's family medical history, the results of an individual's or family member's genetic tests, the fact that an individual or an individual's family member sought or received genetic services, and genetic information of a fetus carried by an individual or an individual's family member or an embryo lawfully held by an individual or family member receiving assistive reproductive services."

Employee Responsibility for Regular Contact - It is advised that employees taking family and medical leave stay in contact with school administration throughout their extended leave.

District Responsibility for Notice of Eligibility - The District shall inform employees requesting leave whether they are eligible under FMLA. If they are, the notice will specify any additional information required as well as the employees' rights and responsibilities. If they are not eligible, the District will provide a reason for ineligibility.

The District will inform employees if the leave will be designated as FMLA-protected and the amount of leave counted against the employee's leave entitlement. If the District determines that the leave is not FMLA-protected, the District will notify the employee.

District Contact of Health Provider – The District may contact the employee's health care provider regarding information provided on the certification form. Contact will be made by the Superintendent's Office. No contact will be made by the employee's direct supervisor.

Reinstatement – At the beginning of the family/medical leave, the employee is to inform the Superintendent of his/her expected return date. Except as otherwise provided by law, employees will be returned to the same or an equivalent position to the position occupied before the leave begins. An equivalent position is one that is similar in terms of pay, benefits and terms and conditions of employment. Under certain conditions a "key employee" may not be reinstated to the same or a similar position.

If the employee takes leave on account of his/her serious medical condition, he/she will be required to present a medical certification of "fit for duty" to perform the essential functions of his/her job before being permitted to return. If an employee fails to provide this certification within 50 days after the conclusion of the leave, the employee may be terminated.

Early Return to Work – An employee may return prior to the granted period of time at the discretion of the District.

Other Employment or Unemployment Benefits – The employee is prohibited from seeking or accepting employment with another employer during the time that FMLA leave is granted by the Epping School District. Receiving or applying for unemployment benefits during the time that FMLA leave is granted is prohibited and is cause for termination.

District Notice - The District shall post a notice prepared or approved by the Secretary of Labor stating the pertinent provisions of the Family and Medical Leave Act, including information concerning the enforcement of the Act. The District shall also include FMLA information in personnel handbooks.

Reference GBCBC: [Policy GBCBC Family Medical Leave Act](#).

Forms may be obtained at the SAU

BEREAVEMENT LEAVE

Bereavement leave is outlined per the collective bargaining agreement or per employment contract. Leave will be granted for death in the immediate family. Immediate family for bereavement is defined as spouse, child, stepchild, grandchild, child under guardianship, daughter-in-law, son-in-law, mother, stepmother, mother-in-law, father, stepfather, father-in-law, grandparent, sister, brother,

legal household resident, or person who acted as a parent. Bereavement leave for non-immediate family is per the collective bargaining agreement or discretion of the Superintendent. Non-immediate family for bereavement is defined as sister-in-law, brother-in-law, aunt, uncle, niece, nephew, or cousin.

An employee who experiences such a loss should contact the School Principal as soon as possible.

Unused bereavement leave may not be carried over to the next school year and is not paid upon termination.

In the circumstance where school employees experience a death in their immediate family, school and district representation at church and/or funeral services will be approved by the Superintendent on a case by case basis.

OTHER LEAVES

Upon the recommendation of the School Principal and Superintendent and approval of the School Board, a full-time professional staff member may be granted a leave of absence without pay or benefits. Reasons for such a request may include, but are not limited to, extended illness beyond sick leave or family medical leave or family obligations.

The employee shall notify the Superintendent at least thirty (30) days prior to the date on which the leave is to begin, except in cases of emergency.

Disability resulting from illness, pregnancy, miscarriage or childbirth shall entitle the employee to collect their pay for accrued sick leave (prior to their disability) while on the leave of absence.

The District cannot guarantee that the employee will be placed in the same position prior to the leave.

Members of the collective bargaining may also be eligible for a sabbatical leave per the agreement. Reference: [Policy GCC Professional Leave](#).

JURY/WITNESS DUTY

Employees are eligible for paid time off to serve as a juror, or as a witness in a judicial proceeding in which the Federal, State or School District is a party. Employees must reimburse to the School District fees paid for service as a juror or witness.

Employees are requested to notify the School Principal or Supervisor as soon as jury/witness duty is known. Proof of such notice will be required. Reference: [Policy GBCC Court Leave](#).

MILITARY LEAVE

Employees may be eligible for military leave per School Board policy. The employee must provide the District with advance notice except in emergency situations.

An employee granted military leave shall be paid their regular pay and benefits for the first 10 calendar days in any one school year. The employee is required to reimburse the District for any military pay received during this school district paid leave. An employee who is not eligible for such leave or surpasses the 10-day limit may have such absence charged to accrued sick leave or shall be without pay. Reference: [Policy GBCCA Military Leave](#)

SECTION F – MISCELLANEOUS BENEFIT GUIDELINES

GENERAL

The Epping School District may provide opportunities for discounts through local area vendors to employees as part of the benefits package. These opportunities only apply as long as the local vendor permits and is subject to the local vendor's policies and procedures. Employees will be notified of any such opportunities as they occur. The school district has no responsibilities beyond notification.

Cell Phone/Technology Discount - As an employee of a school district you may be eligible for a discount on the cost of your personal cell phone or computer. To inquire about a potential discount, visit your cell phone/computer vendor with proof of Epping School District employment. Proof of employment with a school identification badge or check stub may be required.

Book Purchase Discount - As an employee of a school district you may be eligible for a discount on the purchase of books for use in your classroom or in your position. To inquire about a potential discount visit your bookstore with proof of NHDOE certification.

TECHNOLOGY FOR STAFF PROGRAM

The Epping School District offers professional staff the opportunity to purchase technology and/or a computer for personal use through payroll deductions. Employees are encouraged to take advantage of educational pricing which is available to the District from certain vendors. A list of vendors is available from the Business Administrator. The District is only responsible for ordering, receiving, and distributing the computer equipment to the employee and setting up payroll deduction. All other responsibilities are between the employee and the vendor.

The employee must submit a detailed receipt to the Business Administrator. The District will either reimburse the employee for the cost of the computer equipment if the equipment is already paid for or will pay the vendor if unpaid. The employee will then reimburse the District in full through payroll deductions. The computer loan is to be paid by the employee by the end of the fiscal year in which the computer was purchased.

The District will generally allow loans as early as September and as late as November to be paid off by June of the same year. Staff will be provided with information at the beginning of the school year that outlines the terms and guidelines of this benefit.

A limit of one computer purchase is allowed each fiscal year July 1 to June 30.

Staff leaving the District or retiring employees are responsible for paying any balance due on their computer purchase prior to leaving the District.

Questions can be directed to the SAU Business Administrator at 679-8003.

SECTION 403(b) ACCOUNTS (TAX SHELTERED INVESTMENT INSTRUMENT OPTIONS)

The District currently offers an automatic payroll deduction service for employees who wish to save money for investment or retirement purposes. This program is voluntary. Employees can set aside a portion of their compensation in an IRA, annuity, or mutual fund plan under the guidelines of a 403(b). Contributions are subject to limitations under Section 403(b), and deductions will be excluded from federal income tax. It is important to note that the District is not licensed to sell or qualified to give advice on 403(b) plans.

Due to legislative action plan providers are limited to those approved by the District. A list of approved providers is available at the Superintendent's Office. The District holds no responsibility for the selection of the employee's financial institution and the return on the employee's financial investments. It is understood by the District and the employee that the 403(b) voluntary benefit authorized by the employee indemnifies and holds harmless the District against any and all actions, claims and demands whatsoever that may arise from the employee's participation in the 403(b) plan.

Interested employees must establish an account with a broker or investment institution directly. Once an account is established by the employee, the employee should submit a signed payroll authorization form providing the necessary payroll deduction and payment information as well as authorizing the deduction. Deductions will be taken only from regular paychecks. Initial requests and changes to existing 403(b) plans will be implemented by the District with sufficient employee notice in the order of two (2) weeks prior to the payroll date of the requested activation.

Questions may be directed to the Business Administrator.

CHILDREN OF NON-RESIDENT EMPLOYEES ATTENDING EPPING SCHOOLS

At this time the District does not permit the admission of employee's children unless the employee is a resident of the Epping School District or the employee's resident school district has accepted responsibility for all tuition costs. The tuition responsibility for children of employees attending their parent's school district of employment has been addressed by the legislature. However, the intent of the law is unclear. Reference: [Policy JFAB Admission of Non-Resident Students and Tuition](#)

SECTION G – CAREER AND PROFESSIONAL DEVELOPMENT PROVISIONS

PROFESSIONAL STAFF ORIENTATION

Prior to the beginning of the student school year, all professional staff will be provided an orientation focusing on the changes which have occurred during the previous school year, general goals for the coming year, and school safety procedures and crisis management. Workshop day(s) will be dedicated to this purpose and designated on the School District calendar.

Orientation of professional staff new to the District may extend over a longer period of time and will provide a wide range of information and background details to enhance the new employee's understanding of the District's framework – including policy, rules and regulations, evaluation process and procedures, safety procedures, crisis management, and the instructional program. Reference: [Policy GCH Professional Staff Orientation.](#)

PROFESSIONAL STAFF DEVELOPMENT OPPORTUNITIES

The District believes that it is the duty of everyone to promote learning for oneself as well as for the learning of others per the following staff and student rights and responsibilities.

1. Support the individual in determining his or her learning purposes and the means for achieving them.
2. Provide a rigorous educational program to promote success for all learners.
3. Balance the educational program with real world and service learning.
4. Be engaged in the learning process by setting high expectations and collaborating with others to meet these expectations.
5. Respect the right to learn for all and at all times.
6. Be responsible for one's own learning and encourage the learning of others.

As a result a program of in-service training will be established to provide an opportunity for the continuous professional and technical growth of the professional staff, to implement the School Community Rights and Responsibilities, and to support the District's strategic plan and/or initiatives.

Funding shall also be provided for out-of-district training in the form of workshops and courses. Reference: [Policy GCI Professional Staff Development Opportunities.](#)

WORKSHOP DAYS AND PROFESSIONAL DAYS

Workshop days are defined as professional development days in the form of conferences, workshops, professional meetings, or school visitations.

In-Service - The Superintendent, per the Epping School District calendar, will designate specific days

for professional development workshop days subject to the collective bargaining agreement. In order to coordinate district-wide professional development the work day will start at 8:00 am and end at 3:00 pm with a thirty (30) minute lunch. These days are required work days for all professional staff and professional development will be provided with no cost to the employee. Professional staff members are encouraged to make recommendations to the School Principal for in-service training. Funding is provided by the District for this purpose, and District initiatives are a priority.

Out-of-District - Professional staff may also request up to three (3) days for professional development activities. These requests are subject to school administration approval, substitute availability, and school funding. Additional restrictions, including cost limitations, in the collective bargaining agreement may apply. All professional staff members are required to request approval from the School Principal and Superintendent's Office using the designated District form. Staff members are requested to give at least two (2) weeks' notice for professional days.

Professional staff may request the District to issue a purchase order to cover the out-of-district expenses. The District is not responsible for vendors not accepting purchase orders, nor is the District responsible for costs above and beyond that required by the collective bargaining agreement or available in the fund for this purpose. If using a purchase order to pay for workshop expense, the employee is required to submit satisfactory proof of attendance to the Superintendent's Office within thirty (30) days of the workshop's completion. Failure to do so may result in the cost of the conference, workshop, or meeting being deducted from the teacher's salary.

Professional staff may choose to pay for the workshop and request reimbursement from the District. The staff member must submit satisfactory proof of payment and attendance to the Superintendent's Office within thirty (30) days of completion to receive reimbursement as noted above.

School administration may also from time to time request professional staff to attend workshop activities on behalf of the School District. In this case employees will not have this time deducted from their personal workshop time allowance, and the District will pay all associated costs.

Professional staff attending out-of-district workshops, school visitations, or out-of-state conventions/conferences shall share their experiences and knowledge upon their return with school administrators and professional colleagues. This shall be in the form of a written summary, report, or a presentation (with an audio or video recording) at a regular staff meeting or professional development event. A package including copies of relevant materials obtained at the original event will be submitted to the Principal, Superintendent, or School Board if applicable for recording and filing. Compliance or noncompliance with this follow-up reporting will be a future determinant of additional off-site professional staff development events. The Superintendent shall be copied or notified of special presentations. Reference: [Policy GCCA Professional Staff Visitations Conferences](#)

EARLY RELEASE AND DELAYED OPENING DAYS

The District may also designate regular school days to be student early release days or delayed opening days for the purpose of professional development for staff or for special purposes. Early release days and delayed opening days are considered regular work days and attendance is required for all professional staff. School principals, in consultation with professional staff, shall set the professional development activities on these shortened student days.

COURSE REIMBURSEMENT

Course reimbursement for professional staff is outlined in either the employment contract or collective bargaining agreement. These requests are subject to Superintendent approval and school funding. Additional restrictions in the collective bargaining agreement or employment contract may apply. All courses must have prior approval at least one (1) month prior to the first day of class. Course reimbursement benefits are reimbursed at the UNH in-state graduate per credit hour rate. The employee is responsible for any costs above and beyond the District credit limit and UNH rate. All professional staff are required to request approval from the School Principal and Superintendent's Office using the designated District form. Approval will be based on the merits of the proposed course and its current application to school initiatives as determined by the Principal with oversight by the Superintendent.

Professional staff members must remain in the Epping School District for at least one school year (187 days) after completion of such course(s). If the staff member does not receive a letter grade of "B" or better or leaves the District before the one-year period, with the exception of disability, retirement, or non-renewal of contract, the staff member will be responsible to pay back to the District a percentage based on the number of days he/she is no longer employed in the District.

The District budget includes funding for the course reimbursement benefit and approved requests are subject to available funding. Professional staff subject to the collective bargaining agreement may receive course approval and reimbursement for 4 credits maximum during the summer session, and 4 credits maximum for the fall, winter, or spring session as long as funding is available. Additional requests up to the 12-credit limit may be submitted. Such requests will be placed on a waiting list and will be considered for reimbursement if funds are available. All course requests on the waiting list will be reviewed after January 8th.

Preference will be given to staff with no prior reimbursement or less approved credits than others on the waiting list. Thereafter, reimbursement will be approved as received by the Superintendent.

This measure was taken to insure a fair distribution of available course reimbursement funding to all professional staff. Staff members are encouraged to apply for reimbursement of Winter or Spring courses in advance.

Professional staff members not requesting prior approval for courses are not guaranteed reimbursement. Employees following procedure will be granted preference.

The District also makes available on-site courses through the Learning through Teaching Program at the University of New Hampshire and/or Plymouth State University. These courses are subject to the same procedures outlined above and receive UNH/Plymouth graduate credit. Available courses will be communicated to all professional staff as soon as possible. These courses are unique in that they are taken with Epping School District colleagues and may include actual in-classroom activities.

COMPENSATION FOR PROFESSIONAL DEVELOPMENT

Professional development activities performed by professional staff within the District are considered a service to the school community and are to be performed without fee. The advertisement or selling of educational materials within the District not specifically authorized by the School Board is not permitted. Reference: [Policy GCID Professional Activities of Professional Staff](#)

PARTICIPATION IN PROFESSIONAL AND RELATED ACTIVITIES

When a professional staff member is invited to speak, serve on a panel, or similar assignment, all costs shall be borne by the District when feasible or paid by the organization sponsoring the event, unless other arrangements are approved by the Superintendent, upon recommendation of the School Principal. (Reference GCID Professional Activities of Professional Staff) See policy above.

PROFESSIONAL STAFF PROMOTION

All personnel will be notified, through school postings, of any opening of increased responsibility that might exist. As with other opportunities in the District, the qualifications, performance and suitability of the applicant shall be the primary criteria for selection. The general rule, if possible, will be to promote/reclassify on a one-year probation basis with the employee being reassigned to the previous position or a similar position when the promotion/reclassification does not work out. This clause is to be included in the employee's employment contract if so enacted. Reference: [Policy GCP Professional Staff Promotion Reclassification](#)

PROFESSIONAL STAFF EVALUATION

The purpose of teacher evaluation in the Epping School District (ESD) is to improve the quality of teaching and learning for students and teachers. Inherent in this process is the challenge for both students and teachers alike to build on existing strengths and to strengthen areas needing improvement. Guidelines for evaluation include:

- Individual teacher goals based on school district goals subject to annual review.
- Observation of teacher taking into account the needs of the tenured and non-tenured teacher and the district.
- Process for tenured teachers performing satisfactorily and tenured teachers not performing to satisfaction.
- Opportunity for constructive discussion between teacher and building principal or designee regarding evaluation.
- Synergy between the evaluation process, the district's master plan for professional development, and the state's certification process.

The purpose of administrator evaluation in the Epping School District (ESD) is to improve the quality of teaching and learning for students, teachers, support staff, and administrators. Inherent in this process is the challenge for students, support staff, and professional staff to build on existing strengths and to strengthen areas needing improvement. Guidelines for evaluation include:

- Supervision in support of ESD Core Leadership Standards and Professional Development Master Plan.
- Individual administrator goals per the ESD Professional Development Master Plan.
- Observations for administrators with 1 to 5 service years with the district.

- Observations for administrators with greater than 5 service years with the district.
- Constructive discussions between administrator and supervisor.
- Synergy between the evaluation process, professional development master plan, and state certification process.

Please refer to ESD Teacher Evaluation and Administrator Evaluation documentation for additional information regarding specifics such as timeline, documentation, forms, and improvement plans. Policy is subject to collective bargaining provisions. Reference: [Policy GCNA Supervision, Appraisal, and Development of Professional Staff](#), [Policy GCO-Teacher Performance and Evaluation System](#).

EDUCATION RESEARCH AGENCIES

The potential contribution of appropriate educational research to teaching and school administration is recognized by the School Board, and it will cooperate, to the extent feasible, with colleges, universities, and other recognized agencies to promote research that will:

1. Increase professional knowledge of teaching and learning processes and the social setting in which they operate.
2. Sharpen perception of instructional and administrative problems.
3. Establish instructional and management objectives.
4. Assess progress toward accomplishment of school system objectives.

The appropriateness of all requests involving research projects to be conducted in the public schools will be judged by the School Board after they have been reviewed by the Superintendent and, as appropriate, school administrators, department heads, and/or program directors.

The decision to involve students, teachers, or other employees in any research project will be based on the following:

1. The objectives of the research should be clearly stated, and the design should produce valid and reliable results which will then be made available to the public schools.
2. The research should be expected to contribute to the improvement of education or the general welfare of children.
3. The privacy of those involved in any research project must be protected. The confidentiality of records will be maintained at all times and any research document or parts thereof should not mention the district, school, or any student or employee of the district. Further, if data derived from school records, interviews, or questionnaires have the potential to identify the district, school, or any student or employee of the district, it may not be used. The district reserves the right to approve research documents prior to release.
4. Research proposals should be of sufficient scope and depth to justify the time and effort of students and staff members. Using the time of teachers and students in any research activity is an investment by the school system which should increase the effectiveness of the educational effort.
5. In general, instructional activities must not be interrupted unless there is a clear significance for the educational program of our schools.
6. No projects will be considered without a formal review and approval by the Institutional Review Board (IRB) responsible for the student and/or employee. Projects submitted for approval must include documentation of such approval and other information outlining the criteria of such approval and rules for conducting and documenting such research.
7. Projects involving student researchers must have prior written approval by a faculty member of the institution in which the student is enrolled. The faculty member must have direct

responsibility for the student's research.

Reference: [Policy LC Relations with Education Research Agencies.](#)

STUDENT TEACHING AND INTERNSHIPS

The School Board recognizes the student teacher program as an important aspect of a future teacher's education. Therefore, the Board will cooperate with institutions of higher education in training student teachers.

All persons involved in this program must recognize that the first and primary responsibility of the District is to the students within its schools. If at any time a student teacher becomes unacceptable, the District reserves the right to refuse that student teacher further teaching experience within the District.

Student teachers who work in the District shall be accepted only after approval of the Superintendent and the Principal of the building in which the person is to teach.

Student teachers shall be subject to a Criminal History Records Check prior to working in the District. The cost of the Criminal History Records Check will be paid by the District.

Student teachers shall be subject to a satisfactory completion of the District employment application prior to working in the District. Reference: [Policy GBCD Background Investigation and Criminal Records Check](#)

SECTION H – COMMUNICATION GUIDELINES

EMPLOYEE INVOLVEMENT IN DECISION-MAKING

The Superintendent and designees shall establish channels for open communications with employees for ideas regarding the operation of schools. Staff members should be encouraged to:

- a. Participate in planning school programs and activities.
- b. Feel free to express, without fear, their own opinions, recognizing that every privilege and right has a corresponding responsibility.
- c. Be involved in school initiatives to improve teaching and learning.
- d. Participate in staff organizations and/or advisory organizations that provide staff with a voice in school and/or district affairs.
- e. Participate in a variety of professional development activities to broaden their educational experiences and expertise.

The Superintendent and designees may involve professional and support staff employees for the ready inter-communication of ideas regarding the operation of the schools. They will consider with care the counsel given by employees when appropriate and shall inform the Board of all such counsel in presenting reports of administrative action and in presenting recommendations for Board action.

Reference: [Policy GBB Employee Involvement in Decision-Making.](#)

BOARD-EMPLOYEE COMMUNICATIONS

The Board desires to maintain open channels of communication between itself and the staff. The basic line of communication will, however, be through the Superintendent of Schools following the school chain of command.

Staff Communications to the Board - All official communications or reports to the Board or any Board committee from principals, supervisors, teachers, or other staff members shall be submitted through the Superintendent.

Board Communications to Staff - All official communications, policies, and directives of staff interest and concern will be communicated to staff members through the Superintendent, and the Superintendent will employ all such media as are appropriate to keep staff fully informed of the Board's problems, concerns, and actions.

Visits to Schools - Individual Board members interested in visiting a school or classroom(s) will inform the Superintendent of such visits and make arrangements for visitations through the School Principal. Such visits shall be regarded as informal expressions of interest in school affairs and not as "inspections" or visits for supervisory or administrative purposes. Official visits by Board members will be carried out only under Board authorization and with the full knowledge of the Superintendent and Principals. This policy does not apply to Board members visiting a school as a parent of a student in attendance.

Social Interaction - Staff and Board members share a keen interest in the schools and in education generally, and it is to be expected that, when they meet at social affairs and other functions, they will informally discuss such matters as educational trends, issues, and innovations and general District problems. However, individual Board members have no special authority excepting when they are convened at a legal meeting of the Board or are vested with special authority by Board action. Reference: [Policy GBD Board-Employee Communications](#)

EMPLOYEE COMPLAINTS AND GRIEVANCES

A complaint or grievance* is an assertion by an employee that there has been a violation, misinterpretation, or inequitable application of District policies, regulations and procedures, existing laws, or other actions that adversely and directly affect the employee personally and/or his/her work.

It is the intent of the following procedure that employee complaints will be identified and corrected at the earliest possible time**, and at the lowest level of supervision.

Complaint processing should be viewed as a positive and constructive effort which seeks to establish the facts upon which the complaint is based and come to a fair conclusion. Employees will not be discriminated against nor will reprisal be attempted against an employee because he/she has filed a complaint.

Complaints will be processed according to the step-by-step procedures outlined below:

1. Working Site Level (Level I)
 - a. A complaint will be presented orally and informally to the immediate supervisor. If the complaint is not promptly resolved, it will be reduced to writing, and submitted to the immediate supervisor.

- b. Within five (5) workdays of receiving the complaint, the immediate supervisor will render a decision, in writing, to the complainant and the person or persons originally involved in the complaint.
2. Site Level (Level II)
 - a. Within five (5) workdays after receiving the decision at Step 1, the complainant may appeal the decision, in writing, to the appropriate Principal.
 - b. The Principal will, within ten (10) workdays of receipt of the appeal, investigate and render a decision, in writing, to the complainant, the immediate supervisor and to the person or persons originally involved in the complaint.
3. District Level (Level III)
 - a. Within five (5) workdays after receiving the decision at Step 2, the complainant may appeal the decision, in writing, to the Superintendent, or official designee.
 - b. The Superintendent, or official designee, will, within ten (10) workdays of receipt of the appeal, investigate and render a decision, in writing, to the complainant, the Principal, or immediate supervisor, and to the person or persons originally involved in the complaint.
 - c. If the Superintendent's or his/her designee's answer fails to resolve the complaint, then the employee may, within five (5) workdays, refer the matter to the School Board.

The District requires the reporting party or complainant to use the District's report form which can be located on the District Website.

* Note: A grievance claiming an alleged violation of the collective bargaining agreement is subject to the grievance procedure outlined in the collective bargaining agreement.

** Note: If the grievance is time sensitive it is understood by all parties that resolution may necessitate more expedient action by higher authorities and no repercussion will occur.

Reference: [Policy GBK-EMPLOYEE COMPLAINTS AND GRIEVANCES](#) and GBK form [Policy GBK EMPLOYEE COMPLAINT AND GRIEVANCE REPORT FORM](#).

USE OF SCHOOL STAFF NOTICES, BULLETIN BOARDS, AND MAILBOXES

School Principals may have systems in place for sharing information with all school staff in the form of staff notices. All staff are to abide by the rules and regulations set by the School Principal in using available staff notice systems. Bulletin boards for sharing information and displaying student work are available throughout the school and are also subject to the rules and regulations set by the School Principal. School mailboxes are limited to school business only. Questions can be directed to the School Principal.

SCHOOL AND DISTRICT STAFF COMMUNICATION VIA E-MAIL AND POWERSCHOOL®

School and district administrators will be sharing information with all professional school staff via e-mail and/or PowerSchool®. This technology provides the school and district with timely communication and reduced paper use. All professional staff members are required to check these communications on a daily basis. It is recommended that staff check e-mail and PowerSchool® throughout the school day, at least once in the morning and afternoon.

EPPING SCHOOL DISTRICT OFFICE NEWS

District information is disseminated throughout the school year using the District e-mail system.

REPLYING TO NON-SCHOOL/DISTRICT E-MAIL

The same rules and regulations regarding hard copy letters apply to electronic mail. E-mail communications are subject to the Family Educational and Privacy Act (FERPA) and NH Right to Know Law. Do not reply directly (with information) to e-mails containing student information as it is unknown if the e-mail contains blind copies to others. You may also reply that you have received the email and would be happy to discuss the student concern in person or by phone. Please keep in mind that e-mails may be forwarded by the receiver and e-mail may not be the proper communication vehicle.

E-MAIL RETENTION

It is recognized for legal purposes that electronic communication (e-mail) is no different than a paper document. E-mail may contain information that should be retained in the official records of the school district and yet be subject to technical limitations. E-mail may also be subject to the Right-to-Know Law or need to be protected as confidential data per School Board policy and law.

Any e-mail that would be saved if it had been transmitted in paper form should be printed and retained in the school and/or district record in accordance with Policy EHB-R Records Retention Schedule. If an e-mail message that should be retained is not described in the Records Retention Schedule, it should be retained for one calendar year.

An e-mail recipient's decision on whether to print and retain e-mail should be made within sixty (60) days of receipt of an e-mail message.

Staff members with questions regarding the retention of particular e-mail messages should consult with their supervisor on how to proceed. (Reference Policy EHBA E-Mail Retention)

Examples of messages that may be deleted without printing a hard copy are:

1. Messages that address routine administrative, student activities, meeting announcements, event schedules, etc.
2. Messages that take the place of informal discussion and if printed would not be retained in school records.
3. Messages that transmit generic information and are not specific to a student's educational program.
4. Messages that address personal matters unrelated to the School District.

Examples of messages that should be printed and retained are:

1. Messages that address significant aspects of a specific student's educational program including communication with school staff and/or parents.
2. Messages that provide information used in making policy decisions, student programming, and/or student activities.
3. Messages that concern personnel actions or that relate to business transactions of the District.

4. Messages that address activities of significant interest in the District and community.

SCHEDULING OF SCHOOL AND DISTRICT EVENTS

School staff members are encouraged not to schedule school and district events on School Board Meetings per the following schedule. When scheduling a school event, it is also advised not to schedule your event on the same day and time as events in the elementary, middle, or high schools to accommodate families with children in more than one school. Please reference the District calendar on the District's website for information regarding scheduled school events.

SCHOOL BOARD MEETING SCHEDULE 2018-2019

July 5, 2018 Manifest only	July 19, 2018
August 2, 2018	August 16, 2018
September 6, 2018	September 20, 2018
October 4, 2018	October 18, 2018
November 1, 2018	November 15, 2018
December 6, 2018	December 20, 2018
January 3, 2019	January 17, 2019
February 7, 2019	February 21, 2019
March 7, 2019	March 21, 2019
April 4, 2019	April 18, 2019
May 2, 2019	May 16, 2019
June 6, 2019	June 20, 2019

REQUESTS FOR PUBLIC INFORMATION

All requests for public information are to be forwarded to the Superintendent immediately upon receipt. Reference: [Policy EH Data Management](#).

PUBLIC GIFTS/DONATIONS

Gifts from organizations, community groups and/or individuals including staff members which will benefit the District shall be encouraged. A gift shall be defined as money, property, and personal services provided without consideration. Such public gifts/donations are subject to School Board Policy. All individuals or groups contemplating presenting a gift to a school or the district are to be directed to the School Principal or Superintendent.

Gifts of a value of \$500 or less may be accepted by the authority of the appropriate School Principal. Gifts of a value in excess of \$500 but less than \$2,500 will be accepted by the authority of the Superintendent or designee. Contributions of a value in excess of \$2,500 will be presented to and acted

on by the School Board. The Board will post notice of the gift in the meeting agenda and will include notice in the minutes of the meeting in which the gift is discussed. Additionally, pursuant to RSA 198:20-b, gifts in the amount of \$5,000 or more shall require the Board to hold a public hearing regarding any action to be taken with the gift. Reference: [Policy KCD Public Gifts Donations](#)

SCHOOL-SPONSORED NEWSLETTERS

The School Main Office is responsible for the issuance of school-sponsored newsletters and all requests are to be sent to the School Main Office. Content is restricted to factual information such as school or community notices. No advertising is permitted. Questions and inquiries are to be directed to the School Main Office. Reference: [Policy KDA School Newsletters](#)

USE OF STUDENTS IN PUBLIC INFORMATION PROGRAM

Students may serve as couriers for information home to their parents/guardians for classroom purposes and school district purposes. School district information shall be approved by the School Principal. Non-school information is subject to the approval of the Superintendent. (Reference KDCA Use of Students in Public Information Program)

LETTERS OF REFERENCE

It is recognized that requesting letters of reference or employment recommendations is common practice. Due to liability concerns only school administration are permitted to use school or district letterhead for this purpose.

PUBLIC COMPLAINTS

Public complaints involving instruction, discipline, or learning materials shall follow proper channels – Teacher, Principal, Superintendent and School Board. Reference: [Policy KED Public Complaints about%20Facilities or Services Grievance Procedure](#)

Persons not in agreement on selection of books or other instructional material must submit a “Request for Reconsideration of Instructional Materials” to the School Principal. Reference: [Policy KE Public Complaints About School Program Staff and Students.](#)

SCHOOL DISTRICT INTERNET ACCESS FOR STAFF

The School Board recognizes that technological resources can enhance teacher performance by offering effective tools to assist in providing a quality instructional program, facilitating communications with parents/guardians, teachers, and the community, supporting District and school operations, and improving access to and exchange of information. The Board expects all staff to learn to use the available technological resources that will assist them in the performance of their education. As needed, staff shall receive training, lessons and instruction in the appropriate use of these resources.

Staff shall be responsible for the appropriate use of technology and shall use the District’s technological resources primarily for purposes related to their education. Staff are hereby notified that there is no expectation of privacy on district computers, computer files, email, internet usage logs, and other electronic data.

The Superintendent or designee shall ensure that all District computers with Internet access have a technology protection measure that prevents access to visual depictions that are obscene or pornographic and that the operation of such measures is enforced. The Superintendent or designee may

disable the technology protection measure during use by an adult to enable access for bona fide research, educational or other lawful purpose.

The Superintendent shall establish administrative regulations and an Acceptable Use Agreement that outlines staff obligations and responsibilities related to the use of District technology. He/she also may establish guidelines and limits on the use of technological resources. Inappropriate use may result in a cancellation of the staff member's user privileges, disciplinary action, and/or legal action in accordance with law, Board policy, and administrative regulations.

The Superintendent or designee shall provide copies of related policies, regulations, and guidelines to all staff. Staff shall be required to acknowledge in writing that they have read and understood the District's Acceptable Use Agreement. Reference: [Policy GBEF Internet Access or Staff](#)

ACCEPTABLE INTERNET USE PROCEDURES – STAFF

Purpose - The purpose of the Acceptable Use Procedures is to provide the procedures, rules, guidelines, and the code of conduct for the use of technology and the Internet.

Definition - The definition of "information networks" is any configuration of hardware and software which connects users. The network includes, but is not limited to, all of the computer hardware, operating system software, application software, stored text and data files. This includes electronic mail, local databases, externally accessed databases, recorded magnetic or optical media, clip art, digital images, digitized information, communications technologies, and new technologies as they become available. Stand-alone workstations are also governed by this acceptable use procedure.

The School District Services - The School District provides resources for teaching and learning, communication services, and business data services by maintaining access to local, regional, national, and international sources of information. The School District information resources will be used by members of the school community with respect for the public trust through which they have been provided and in accordance with policy and regulations established by the School District. These procedures do not attempt to articulate all required or proscribed behavior by its users.

Successful operation of the network requires that all users conduct themselves in a responsible, decent, ethical and polite manner while using the network. The user is ultimately responsible for his/her actions in accessing network services.

Guidelines

1. Access to the networks and to the information technology environment within the District is a privilege and must be treated as such by all users of the network and its associated systems.
2. Information networks will be used for the purposes of research, education, and school-related business and operations.
3. Any system which requires password access or for which the District requires an account, such as the Internet, will only be used by the authorized user. Account owners are ultimately responsible for all activity under their accounts.
4. The resources of the District are limited. All users must exercise prudence in the shared use of this resource.

Unacceptable Use - The District has the right to take disciplinary action, remove computer and networking privileges and/or take legal action, for any activity characterized as unethical and unacceptable. Unacceptable use activities constitute, but are not limited to, any activity through which any user:

1. Violates such matters as institutional or third-party copyright, license agreements or other contracts. The unauthorized use of and/or copying of software is illegal.
2. Interferes with or disrupts other network users, services or equipment. Disruptions include but are not limited to: distribution of unsolicited advertising, propagation of computer worms or viruses, distributing quantities of information that overwhelm the system, and/or using a District network to make unauthorized entry into any other resource accessible via the network.
3. Seeks to gain or gains unauthorized access to information resources.
4. Uses or knowingly allows another to use any computer or computer system to devise or execute a scheme to defraud or to obtain money, property, services, or other things of value by false pretenses, promises, or representations.
5. Destroys, alters, dismantles or otherwise interferes with the integrity of computer-based information and/or information resources.
6. Invades the privacy of individuals or entities.
7. Uses the network for commercial or political activity.
8. Installs unauthorized software for use on District computers.
9. Uses a network to access inappropriate materials.
10. Submits, publishes or displays any defamatory, inaccurate, racially offensive, abusive, obscene, profane, sexually oriented, or threatening materials or messages either publicly or privately.
11. Uses a District network for illegal harassing, vandalizing, inappropriate or obscene purposes, or in support of such activities.

School District Rights - The District reserves the right to:

1. Monitor all activity. Notwithstanding any related laws, staff members have no expectation of privacy regarding their use on school district devices.
2. Make determinations on whether specific uses of a network are consistent with these acceptable use procedures.
3. Log network use and monitor storage disk space utilization by users.
4. Determine appropriate use.
5. Remove a user's access to the network at any time it is determined that the user engaged in unauthorized activity or violated these acceptable use procedures.
6. Cooperate fully with any investigation concerning or relating to the District's network activity.

School District Internet Code of Conduct - Use of the Internet by students and staff of the District shall be in support of education and research that is consistent with the mission of the District. Internet use is limited to those persons who have been issued District-approved accounts. Use will be in accordance with the District's Acceptable Use Procedures and this Code of Conduct. Users are expected to abide by the following terms and conditions:

1. Protect their username and password from others.
2. Respect the privacy of other users. Do not use other users' passwords.
3. Be ethical and courteous. Do not send hate, harassing or obscene mail, discriminatory remarks, or demonstrate other antisocial behaviors.
4. Maintain the integrity of files and data. Do not modify or copy files/data of other users without their consent.
5. Treat information created by others as the intellectual property and creative rights of the creator.

Respect copyrights.

6. Use any network in a way that does not disrupt its use by others.
7. Do not destroy, modify or abuse the hardware or software in any way.
8. Do not develop or pass on programs that harass other users or infiltrate a computer or computing system and/or damage the software components of a computer or computing system, such as viruses, worms, "chain" messages, etc.
9. Do not use the Internet to access or process pornographic or otherwise inappropriate material.
10. Do not use the Internet for commercial purposes.

The District reserves the right to remove a user's account if it is determined that the user is engaged in unauthorized activity or is violating this code of conduct.

School District Internet Access Release Form - As a condition of my right to use the School District network resources, including access to the Internet, staff members understand and agree to the following:

1. To abide by the District Acceptable Use Procedures and Code of Conduct (GBEF-R). [Policy GBEF Internet Use Procedures Staff](#)
2. That District administrators and designated staff have the right to review, edit and/or delete any material stored on District computers, which they believe, in their sole discretion, may be unlawful, obscene, abusive, or otherwise objectionable. Staff members hereby waive any right of privacy which they may otherwise have to such material.
3. That the School District will not be liable for any direct or indirect, incidental or consequential damages due to information gained and/or obtained via use of the District's network resources.
4. That the School District does not warrant that the functions of any District network, or any network accessible through District resources, will meet any specific requirements you may have, or that the network resources will be error-free or uninterrupted.
5. That the School District shall not be liable for any direct or indirect, incidental or consequential damages (including lost data or information) sustained or incurred in connection with the use, operation, or inability to use District networks and resources.
6. That the use of the District network(s), including access to public networks, is a privilege which may be revoked by network administrators at any time for violation of the Acceptable Use Procedures and Code of Conduct. The School District will be the sole arbiter(s) of what constitutes violation of the Acceptable Use Procedures or Code of Conduct.
7. In consideration for the privilege of using the School District network resources and in consideration for having access to the public networks, I hereby release the School District, its operators, and any institutions with which they are affiliated from any and all claims and damages of any nature arising from my use, or inability to use, the District network resources.

Name of User/Staff Member: _____

Home phone: _____

School of Employment: _____

Position of Employment: _____

I hereby certify that I have read the Acceptable Use Policy and Procedures; that I fully understand their terms and conditions; and that I will abide by the terms conditions set forth in those documents.

Signature of User/Staff Member: _____

Date: _____

Signature of Building Principal: _____

Date: _____

Reference: [Policy GBEF-R Internet Use Procedures Staff.](#)

EMPLOYEE USE OF SOCIAL NETWORKING WEBSITES

The School Board strongly discourages school district staff from socializing with students outside of school on social networking websites, including but not limited to MySpace and Facebook. The School Board strongly encourages school teachers to use Google Classroom or other approved software to network with students inside and outside of school.

All school district employees, faculty and staff who participate in social networking websites, shall not post any school district data, documents, photographs or other district owned or created information on any website. Further, the posting of any private or confidential school district material on such websites is strictly prohibited.

School district employees are prohibited from engaging in any conduct on social networking websites that violates the law, school board policies, or other standards of conduct. Employees who violate this policy may face discipline and/or termination, in line with other School Board policies and/or collective bargaining agreements, if applicable.

Nothing in this policy prohibits employees, faculty, staff or students from the use of educational websites if such sites are used solely for educational purposes.

Access of social networking websites for individual use during school hours is prohibited. Reference: [Policy GBEBD Employee Use of Social Networking Websites.](#)

WEBSITE PUBLISHING POLICY

General - Official school district websites will be hosted and maintained on the District's computer networks. Websites that are hosted outside of the school district that contain references to any students, staff, or facilities of the District are not considered official websites, and the school district will not be responsible for their content. Official school district and school websites are owned and governed by the District.

The district website is intended to provide a means of sharing information with the school district and the world about school curriculum and instruction, school-authorized activities, and other information relating to the district's schools and mission. Instructional resources for staff and students may also be provided.

School district websites are not public forums. No private citizen or non-school agency is permitted access to school district websites. School district websites shall not be used for interactive communication. School district websites shall not be used for posting of non-school sponsored events. School district websites are subject to copyright laws.

Content is restricted to factual information such as school or community notices and information, staff and student work, public documents, and other such information. Information shall not represent the views of an individual or group. Information shall be non-editorial and non-partisan.

Organizational Responsibility - School district websites are official publications and must follow similar guidelines as other district publications outlined in policy. For district department websites, the *Superintendent* shall assign primary responsibility for the content of the website page(s). For individual school websites, the School Principal has primary responsibility for the website. All information published on the school and district websites must be approved by these individuals or their designees. The Superintendent *or designee* acts as the final authority when issues arise concerning potentially sensitive content.

All postings to the websites will be performed by authorized individuals only. These individuals must have been provided with secure access by the *School District Business Administrator* and have been given approval by the *Superintendent* or School Principal. The district reserves the right to remove any publication that adversely affects the operation of the school computer networks.

Publishing Standards - All subject matter on district web pages and their links must relate to curriculum and instruction, school-authorized activities, or information about the district or its mission. Staff or student work may be published only as it relates to a class project, course, or other school-related activity, and subject to parental permission. Students, staff, or other individuals may not use the district's web pages to provide access to their personal pages on other servers or online services. Professional school staff may use the district's web pages to provide access to educational pages i.e. teacher pages related to their job responsibilities and subject to approval of the School Principal. The school district will provide teacher page guidelines. The school district reserves the right to remove access at any time for any reason. Publishing privileges for school staff are approved by School Principals and district staff by the Superintendent or designee. Creators of web pages need to familiarize themselves with and practice the following standards and responsibilities, or pages will not be published.

1. All web pages must comply with all policies and regulations of the district and all state, federal and international laws concerning copyright, intellectual property, and use of computers.
2. All web pages must comply with the School Board policies, administrative regulations, and other district guidelines provided for specific levels of publishing.
3. Web pages must include a statement of copyright, when appropriate, and indicate that permission has been secured to include copyrighted materials.
4. All content must be appropriate, decent, in good taste, and not intended to harass, demean or offend individuals or groups. Offensive content includes but is not limited to materials which offend religious and racial groups, constitute sexual harassment, or contain violence and profanity.
5. Any deliberate tampering with or misuse of district network services or equipment will be

- considered vandalism and will be handled according to the student and staff discipline code.
6. Advertisements, business logos, and other commercial use is prohibited.
 7. The use of a web page for political lobbying activities is prohibited. Engaging in non-school related fund-raising is also prohibited.
 8. District issued email addresses of staff may be published on the website. Staff members are not to include their personal email address on any web page.
 9. No student email address, whether a personal or district account, may be listed on any web page.
 10. Web pages shall not contain personal student information other than first names unless prior permission has been granted. The School Principal is to be contacted as the consultant in special circumstances where awards or events warrant publicity of this nature.
 11. Web pages may contain pictures of students and staff involved in school-related activities only. Use of student pictures must have parent or guardian permission regardless of whether they are identified by name.
 12. Non-school related student work shall not be published.
 13. Correct grammar and spelling should be used. Documents should be of high quality in both style and presentation. Any unedited work by students will be identified as such.
 14. Factual information must be able to be documented.
 15. All web pages must identify affiliation with the Epping School District.
 16. All web pages must provide a link to the school or district's home page, and contain clear navigational links.
 17. Web pages may contain links to other pages; however, these links are limited to educational, governmental, and other such agencies with relevance to the governance of the district and the students' educational program. The viability of links from web pages that were not created by the district cannot be guaranteed and the school and district web page containing such links will contain this notation. All links will be tested for accuracy.
 18. Web pages may not contain links to other pages that are not yet completed. If further pages are anticipated, but not yet developed, the text that will provide the link can be included, but the link may not be made "hot" until the further page is actually in place.
 19. The primary person responsible for website content on school and district web pages will regularly monitor the site to ensure that the publishing standards are met
All questions regarding website policy shall be directed to the Superintendent or his/her designee.

Public Record – Information posted on district websites is considered public and subject to applicable laws. Reference: [Policy KDC School District Website Publishing Policy](#)

COPYRIGHT COMPLIANCE

The District recognizes that federal law makes it illegal to duplicate copyrighted materials without authorization of the holder of the copyright, except for certain exempted purpose. Severe penalties may be imposed for unauthorized copying or using audio, visual or printed materials and computer software, unless the copying or using conforms to the "fair use" doctrine. Under the "fair use" doctrine, unauthorized reproduction of copyrighted materials is permissible for such purposes as criticism, comment, news reporting, teaching, scholarship or research.

While the District encourages its staff to enrich the learning programs by making proper use of supplementary materials, it is the responsibility of District staff to abide by the District's copying

procedures and obey the requirements of the law. Under no circumstances shall it be necessary for District staff to violate copyright requirements in order to perform their duties properly. The District cannot be responsible for any violations of copyright law by its staff.

Any staff member who is uncertain as to whether reproducing or using copyrighted material complies with the District's procedures or is permissible under the law should contact the Superintendent. The Superintendent will assist staff in obtaining proper authorization to copy or use protected materials when such authorization is required. Reference: [Policy EGAD Copyright Compliance](#)

EMPLOYEE USE OF CELLULAR TELEPHONES

The Board recognizes that the use of cellular telephones and other electronic communications devices may be appropriate to provide for the effective and efficient operation of the District and to help ensure safety and security of District property, students, staff, and others while on District property or engaged in District sponsored activities. To this end, the Board authorizes the purchase and employee use of such devices, as deemed appropriate by the Superintendent.

District owned cellular telephones and other devices will be used for authorized District business purposes, consistent with the District's mission and goals. Personal use of such equipment is permitted as long as this use does not interfere with the employee's job obligations and responsibilities and does not incur additional expense to the District.

Use of cellular telephones and other devices in violation of Board policies, administrative regulations, and/or state/federal laws will result in discipline up to and including dismissal and referral to law enforcement officials, as appropriate.

The Superintendent is directed to develop administrative regulations for the implementation of this policy, including a uniform and controlled system for identifying employee needs, monitoring use, and reimbursement. Provisions may also be included for staff use of privately owned cellular telephones and other devices for authorized District business.

District employees are prohibited from using cell phones or other electronic communication devices while driving or otherwise operating a motor vehicle to fulfill regular job responsibilities or special situations with prior approval. For the purposes of this policy a motor vehicle applies to all motor vehicles including, but not limited to District-owned, employee-owned, and leased vehicles.

Emergency Use - Students and staff are encouraged to use any available cellular telephone in the event of an emergency that threatens the safety of students, staff or other individuals.

A school bus driver is prohibited from operating a school bus while using a cellular telephone except during an emergency situation, to call for assistance if there is a mechanical breakdown or other mechanical problem, or when the school bus is parked.

Sharing Phone Number with Students – Do not provide cell phone number to students with the exception of coaches and School Principal approval.

Use of Personal Cell Phones and Communication Devices - Employees are strongly discouraged from using their personal cell phone during the school days. When necessary, employees may use their

personal cell phones and similar communication devices only during non-instruction and non-supervision of students. In no event will an employee's use of a cell phone interfere with the employee's job obligations and responsibilities. If such use is determined to have interfered with an employee's obligations and responsibilities, the employee may be disciplined in accordance with School Board policy, school rules and regulations, and collective bargaining agreement if applicable. (Reference Policy EDCA and EDCA-R Employee Use of Cellular Telephones)

POWERSCHOOL GUIDELINES

Parents, guardians, students, and school staff are partners in the Epping School District. Access to grades and attendance through PowerSchool is being provided to make learning more transparent, to provide timely evidence of learning, and to facilitate communication about individual student learning. Ultimately, it is about all of us taking responsibility for student learning. The following guidelines apply.

Access Information

1. Parents/guardians of each student will receive an introductory letter mailed to the residence of record. Included in this letter will be one username and password. It is the responsibility of parents/guardians to disseminate this information to each other and to determine which parents/guardians will have access to records.
2. Each student will receive one username and password as deemed age appropriate.
3. Usernames and passwords are to be kept confidential. The district accepts no responsibility in the event the username and password is shared, given, stolen, or in some other way becomes the possession of a person other than the parent, guardian, or student.
4. Parents/guardians may request a new username and password in the event that the username and password have been compromised or forgotten. Parents/guardians must complete and submit a written request to the school of attendance. Forms with instructions are available in school offices or on the district and school websites. Usernames and passwords will be provided by mail, not in person or by phone or e-mail.

Technical System Information

1. The school district does not provide support for home/work computer systems to access PowerSchool.
2. The school district is not responsible for any damage to home/work computer systems when connected to the PowerSchool System.
3. The school district reserves the right for the system to be down to conduct maintenance.
4. Instructions, guidelines, and tutorials are available on the district website with access links off the school websites.
5. This system is provided as a convenience for timely communication about student attendance and grades. The attendance and grades provided by this system are not official records and may or may not be accurate. For official student records and grades contact the school.
6. The Epping School District does not accept any responsibility for information provided by this system and/or for any damages resulting from information provided by this system.

Grading Information

1. Grades are to be upgraded at a minimum every two weeks.
2. Within two weeks of assignment due date the assignment is to be graded and entered into PowerSchool.

3. Assessments are to be clearly marked as formative or summative. Competencies, if applicable, are to be clearly identified and linked to the assessment.
4. Course/subject description for each course/subject are to be entered and revised as needed. Teacher grading policy is outlined in the school grading and reporting guidelines.
5. Initial concerns about grades are to be addressed to the teacher by appointment, phone, or e-mail. Additional concerns are to be addressed to the school principal by appointment, phone, or e-mail.
6. Missing or incomplete work is to be identified using the coding system. (Please reference the school grading and reporting guidelines.)
7. Report cards and progress reports will continue to be provided in paper format using the school's standard delivery practice.

Attendance Information

1. Middle school attendance is entered within 30 minutes of the start of school. High school attendance is entered each period. Excused absences and other adjustments are to be entered daily 30 minutes after the close of school.
2. Attendance concerns are to be addressed with the school attendance administrative assistant.

Communication Information

1. Parents will be automatically notified of student progress every 2 weeks using the PowerSchool system via e-mail. The default notification frequency is 2 weeks. Parents may increase or decrease the notification frequency or not elect to receive notifications by directly changing their notification setting in the system.
2. Teacher e-mail communications are checked twice daily once in the morning and once in the afternoon. Responses are to be made within two school days.
3. E-mail and other communications via the Internet are not guaranteed to be private or free from viruses or other computer system issues.
4. Teacher comments are entered as needed and per school policy.
5. School is linked to the district and school websites to insure consistent announcements.
6. Class registration is subject to school registration schedule.
7. Calendar is subject to school need and policy.
8. Student lunch balance is not accessed through PowerSchool. This information is available through the Food Service Program.

Acceptable Use Information

1. PowerSchool access is monitored for date, login time, and duration.
2. PowerSchool access is designated a privilege, not a right.
3. Parent, guardian, and student access will be revoked at any time without notice for abusing this privilege.

GENERAL COMMUNICATION TIPS

1. Communicate early and often.
2. Open the lines of communication.
3. Communicate face-to-face as often as possible.
4. Provide quick responses. Anticipate questions.
5. Share the good news with a call or email.
6. Share a special event or activity with your community.

7. Be an ambassador for your school and your district.
8. Provide courtesy and great service to all those you come in contact with (parents, students, and coworkers).
9. Help parents understand the importance of their role in the education process and what their role is.
10. Be brief and to the point.
11. Stick to the facts.
12. Do a good job.

The National School Public Relations Association (NSPRA) has recommended the above communication tips from the Pattonville School District in St. Ann, Missouri. Additional information may be viewed at www.nspr.org/principals.

BREAKING BAD NEWS

1. Timing is everything. Break bad news at earliest possible opportunity.
2. Be direct. Don't wait to offset it with good news.
3. Look for the right words. Use simple, direct, and accurate information.
4. Don't personalize the episode. It's not about a bad student or bad parent. It's bad news.
5. Don't be vague. Be clear about what is going on and why.
6. Tell parents what they need to know about the situation. Includes rights, process, and where to go for help.
7. Be courteous and professional but restrained to show the seriousness of the situation.
8. Deal with emotions. Anticipate strong feelings and let parents vent, if needed.
9. Commit to appropriate follow-up.
10. End with hope.

The National School Public Relations Association has recommended the above tips for breaking bad news to parents. Credit goes to the book *How to Say the Right Thing* by Robert D. Ramsey who shares that breaking bad news is always difficult to do, but the worst thing you can do is not do it.

MARITAL DISPUTES

Legal counsel has advised not to get involved with parents who are involved in a marital case. Taking sides in a marital matter may damage the relationship between the school with either or both parents and it is important to maintain a professional working relationship with both parents. Staff members are not to create a school record at the request of parents to support his/her position. These matters should be referred to the School Principal.

TIPS ON DEALING WITH ANGRY OR DIFFICULT PARENTS

1. Get back to the parent as soon as possible!
2. Listen without interrupting. Many times, the parent is just venting.
3. Don't take the complaint personally; remain mentally detached. In most cases, the parent is upset with a policy or something that you have no control over. If you are responsible, try to explain what happened, but do not take it personally.
4. Ask non-threatening questions when trying to determine the problem. Steer toward clarifying the facts.

5. Bring up some similar situation that can help place you on the same level as the parent you are talking to.
6. Call the parent by name. Use their last name to show respect.
7. Ask the parent exactly what they want, if they have not already told you. You cannot resolve unless you know what they want.
8. Don't get into a shouting match. If the parent is rude, disrespectful, or uses profanity state that you will not continue the conversation unless the person tones down. If they don't, state that you are going to discontinue the conversation.
9. Apologize if needed. If you are responsible for the parent being angry, apologize. We all make mistakes. An apology goes a long way.

The National School Public Relations Association (NSPRA) has recommended the above tips from the Chesapeake Public Schools in Virginia.

SECTION I – CONFIDENTIALITY, SAFETY, SECURITY, TECHNOLOGY, AND ENERGY GUIDELINES

STAFF CONFIDENTIALITY

Introduction - It is the policy of the Epping School District to respect the privacy, dignity, and confidentiality of all students by protecting student records, medical information, and other personally identifiable sources of information as outlined in student records and HIPAA policy. This policy also applies to employee records and medical information as outlined in personnel records and HIPAA policy. Records include all information in hard copy or electronic form.

Personally Identifiable Information - It is the policy of the District that personally identifiable information should only be viewed or received by District employees who have a "legitimate educational interest" in viewing or receiving the information, as well as those officials involved in a supervisory capacity over the school in which the students are enrolled or the employee is assigned. (An employee with a "legitimate educational interest" is defined as an employee of the District who has a responsibility for developing an appropriate educational program for the student in question.)

Employees of the District who have access to personally identifiable information shall keep such information confidential and shall not share information with others who do not have a legitimate educational or supervisory interest in such information. When receiving an inquiry from individuals who are not specifically known to be qualified to receive the information, the employee shall consult the School Principal who shall follow the District's policy regarding student records, personnel records, and HIPAA.

Employees receiving personally identifiable information shall safeguard the information from dissemination to unauthorized parties. Steps should be taken to ensure that personally identifiable

information does not accidentally find its way into the public domain. Steps include, but are not limited to, not discussing confidential information in open areas of the school building or on school grounds, in front of students, in front of other staff who do not provide direct services to the student in question, and in front of volunteers, visitors, or other adults. Diagnostic statements should also not be made about the health of a staff member or student.

Medical Information - Medical records and/or information shall be shared with school officials and employees who have a legitimate “need to know” such information. Such medical information shall be safeguarded with an exception for emergency medical personnel. A “need to know” is defined as employees of the District who have a responsibility for developing an appropriate educational program for the student and/or who have an involvement or responsibility for the safety and well-being of the student in question, or other such students, requires the disclosure of personally identifiable information. Similar safeguards shall be in place for personally identifiable medical information concerning employees of the District.

Observations - During the course of carrying out activities as an employee or volunteer of the District, individuals may make certain observations that may disclose personally identifiable information about a student. These observations may indicate the nature of disabilities and/or accommodations that are made in response to such disabilities. These observations, by their very nature, may result in the employee or the volunteer receiving information in which they neither have any legitimate educational interest nor a “need to know”. To the degree such observations disclose personally identifiable information; the employee or volunteer in question making such observations must respect the privacy, dignity, and confidentiality of the student involved and not disclose such information in violation of this policy.

Violations – The dissemination of personally identifiable information by employees or volunteers to individuals who have neither a “legitimate educational interest” nor supervisory capacity nor a “need to know” is strictly prohibited. Further, employees or volunteers are not to disclose such personally identifiable information to individuals who are not affiliated with the District without specific authorization.

Employees or volunteers who release personally identifiable information in violation of this policy shall be subject to discipline and/or exclusion from continuing participation in volunteer activities. Such discipline shall be severe and may include, but not be limited to, termination.

Reference: [Policy GBEAA Staff Confidentiality](#)

PERSONNEL FILES

The Superintendent of Schools shall develop and implement a comprehensive, confidential and efficient system of personnel records. Each employee's file will consist of application of employment and references, records and information relative to compensation, payroll deductions, evaluations and other such information as may be considered pertinent.

If adverse material is placed in an employee's personnel file, the employee will be given the opportunity to review it and make a copy. Employees are required to sign the material to acknowledge their review of it with the understanding that the signature does not indicate agreement with its content. Employees have the right to submit a written answer to any allegation and have that answer placed in the personnel file. It is important to note that materials received by school administration or the

Superintendent's Office directly from the employee may be placed in the personnel file without going through the acknowledgment process.

Each employee shall have the right, upon request and within a reasonable period of time, to review the contents of his/her own personnel file, with the exception of references and recommendations provided to the District on a confidential basis by universities, colleges or persons not connected with the District. A Superintendent administrative staff member will be present at the time the records are reviewed by the employee to answer any questions, assist with the review, and ensure the file contents. The employee may also request a copy of all or part of his/her personnel file. The District may charge a reasonable fee to cover the cost of supplying the requested documents. (Reference GBJ Personnel Records)

HEALTH INSURANCE PORTABILITY AND ACCOUNTABILITY ACT (HIPAA)

The School Board directs the Superintendent or designee to take steps to ensure compliance with the Health Insurance Portability and Accountability Act of 1996 (HIPAA), which grants individuals the right to receive notice of the uses and disclosures of their protected health information that may be made by the District and sets forth the individual's rights and the District's legal obligations with respect to protected health information.

Confidentiality of Individually Identifiable Health Information - The District and its employees will not use or disclose an individual's protected health information for any purpose without the properly documented consent or authorization of the individual or his/her authorized representative unless required or authorized to do so under state or federal law or this policy, unless an emergency exists or unless the information has been sufficiently de-identified that the recipient of the information would be unable to link the information to a specific individual.

Prior to releasing any protected health information for the purposes set forth above, the District representative disclosing the information shall verify the identity and authority of the individual to whom disclosure is made. This verification may include the examination of official documents, badges, driver's licenses, workplace identity cards, credentials or other relevant forms of identification or verification.

All employees of the District are expected to comply with the administration of this policy. Any violation of the HIPAA privacy or security standards or this policy shall constitute grounds for disciplinary action, up to and including termination of employment.

Any employee of the District who believes that there has been a breach of the integrity or confidentiality of any person's protected health information shall immediately report such breach to his/her immediate supervisor or the Superintendent or his/her designee. Any employee involved in retaliatory behavior or reprisals against another individual for reporting an infraction of this policy is subject to disciplinary action up to and including termination of employment.

If the Superintendent or his/her designee determines that there has been a breach of this privacy policy or of the procedures of the District, he/she shall make a determination of the potentially harmful effects of the unauthorized use or disclosure and decide upon a course of action to minimize the harm. Any individual responsible for the unauthorized use or disclosure is subject to appropriate disciplinary measures as determined by the Superintendent or his/her designee.

Notice - The District shall distribute a Notice of Privacy Practices within one month of the initial adoption of this policy, and thereafter to all employees at the time of their enrollment in the health plan and within 60 days of any material revision. The notice shall also be posted in a clear and prominent location in each facility in the District and be printed in staff handbooks. The District will also notify individuals covered by the health plan of the availability of and how to obtain the notice at least once every three years.

Training - All employees shall receive training regarding the District's privacy policies and procedures as necessary and appropriate to carry out their job duties. Training shall also be provided when there is a material change in the District's privacy practices or procedures.

Documentation - Documentation shall be required in support of the policies and procedures of the District and all other parts of the HIPAA privacy regulations that directly require documentation, including, but not limited to, all authorizations and revocations of authorizations, complaints and disposition of complaints. All documentation shall be kept in written or electronic form for a period of six years. Reference: [Policy GBJA Health Insurance Portability and Accountability Act \(HIPAA\)](#)

HIV/AIDS POLICY

Introduction - Acquired Immunodeficiency Syndrome (AIDS) is a disease in which the body's immune system is impaired by the Human Immunodeficiency Virus (HIV). The virus leaves its victim unable to fight off infections. As a result, persons with AIDS are susceptible to serious secondary infections, such as pneumonia and certain malignancies. Some, but not all, persons infected with HIV develop AIDS. To assist the District and infected persons, the District has developed the following policy.

General Principles -

- (A) HIV is not spread by casual, everyday contact. Therefore, absent a serious secondary infection that may be transmitted to others or a significant health problem that restricts the infected person's ability to attend School, a student who is infected with HIV or AIDS shall attend the School and classroom to which he or she would be assigned, and shall receive the rights, privileges and services to which he or she would be entitled if not infected. Decisions about any changes in the educational program of a student who is infected with HIV or AIDS shall be made on a case-by-case basis.
- (B) There shall be no discrimination in employment against a person infected with HIV or AIDS based solely upon said infection. No District employee shall be terminated, non-renewed, demoted, suspended, transferred or subjected to adverse action based solely upon his/her infection with HIV or AIDS, or the perception that he or she is so infected. However, the District may take whatever action is appropriate as to an employee who, despite reasonable accommodation, is unable to perform his/her duties due to an illness, including an illness related to HIV or AIDS.
- (C) The School District shall provide a sanitary environment and shall establish procedures for handling bodily fluids, pursuant to Section V.
- (D) The District shall administer a program of education about HIV or AIDS for students, their families, and School District employees to ensure that they are informed about the following:
 - (1) The nature of HIV, including how HIV is transmitted, according to current scientific evidence.
 - (2) District policies and procedures relating to employees and students with diseases such as HIV or AIDS.

- (3) Resources within the School District and elsewhere for obtaining additional information or assistance.
- (4) Procedures to prevent the spread of communicable diseases at School.

Evaluation of Infected Students and Staff -

- (A) HIV is not transmitted casually. Accordingly, infection with HIV or AIDS is not, by itself, sufficient reason to remove a student or staff member from the School. When the Superintendent has been notified that a student or staff member is infected with HIV or AIDS, the Superintendent shall act appropriately to ensure the safety of persons in the School setting and to plan to support the infected person.
- (B) When the District learns that a student is infected with HIV or AIDS, the appropriate procedures under State and Federal Law with regard to evaluation and educational programming shall be followed if the student is or may be educationally handicapped.
- (C) (1) When notified that an employee is infected with HIV or AIDS, the Superintendent shall determine whether the infected person has a significant health problem that will restrict his/her ability to work and shall determine whether the infected person has a secondary infection (e.g., tuberculosis) that poses a medically recognized risk of transmission of disease. The Superintendent shall make this determination by consulting with the infected person's physician and the infected person. The Superintendent also may consult with public health officials and other persons, subject to the confidentiality provisions in this policy. The Superintendent shall consider methods in which the School District may anticipate and meet the needs of persons infected with HIV or AIDS.
(2) Absent a secondary infection which creates a medically recognized risk of transmission of disease, or a significant health problem which restricts the infected person's ability to work, the Superintendent shall not alter the job assignment of the infected person. However, the Superintendent shall periodically review the case with the persons described in Section Evaluation of Infected Students and Staff (C1).
(3) If the Superintendent determines that a secondary infection poses a medically recognized risk of transmission of disease in the School setting or that a significant health problem restricts the infected person's ability to work, the Superintendent shall consult with the persons described in Section Evaluation of Infected Students and Staff (C1). After said consultation, the Superintendent shall, if necessary, develop an individually tailored plan to accommodate the staff member if possible. Additional persons may be consulted if necessary for gaining additional information, but the infected person must approve of the notification of any additional persons who are informed of the infected person's identity. The Superintendent may consult with legal counsel to ensure that any official action is consistent with state and federal law. If an individually tailored plan is necessary, said plan shall be medically, legally, educationally and ethically sound.
- (D) Infected students who are aggrieved by the education plan determinations may appeal said determinations pursuant to state and federal special education law if the infected student is eligible for or claims that he is eligible for special education or special education and related services. Infected persons who do not claim that they are eligible for special education or special education and related services, but who are aggrieved by the Superintendent's determinations, may appeal said determinations to the Board.
- (E) Confidentiality shall be observed throughout the foregoing process.

Confidentiality -

- (A) The identity of a student or staff member who is infected with HIV or AIDS may be disclosed to

those persons who determine whether the infected person has a secondary infection that poses a medically recognized risk of transmission of disease in the School setting or whether a significant health problem will restrict the infected person's ability to work or attend class. These persons include:

- (1) The Superintendent or a person designated by the Superintendent to be responsible for the determination, or, in the case of a student who is identified as educationally handicapped or who is claimed or believed to be educationally handicapped, the special services team.
 - (2) The physician of the infected person.
 - (3) Public health officials, to the extent that their knowledge of the infected person's identity is necessary.
- (B) The persons listed in Section Confidentiality (A1-2) and the infected person (or his/her parents or guardians) shall determine whether additional persons to know the identity of an infected person. The identity of an infected person shall not be disclosed to persons who are not listed in Section Confidentiality (A) without the consent of the infected person, or the infected person's parents or guardians. The persons to whom the infected person's identity may be disclosed with the aforementioned consent include the School Nurse, the School Principal, or other persons necessary to protect the health of the infected person or to evaluate and monitor the case.
- (C) All staff members who know the identity of persons infected with HIV or AIDS shall treat said information as confidential. No information be divulged directly or indirectly to any individuals or groups, except as noted in Section Confidentiality (A-B). All medical information and written documentation of discussions, telephone conversations, proceedings, and meetings concerning the HIV or AIDS infection shall be maintained in a locked file. Access to said file shall be granted only to those persons who have the written consent of the infected person or his/her parents or guardians. The names of infected persons shall not be used in documents, except when essential. No document containing the name or other information which reveals the identity of an infected person may be shared with any person for any purposes without the consent of the infected person or the infected person's parents or guardians. Any School staff member who violates the confidentiality provisions of Section Confidentiality shall be subject to discipline as determined herein. The School District will take such disciplinary action it deems necessary and appropriate, including warning, suspension, or immediate discharge. Test results and medical records shall be disclosed only with the consent of the infected person (or that person's parent if he is a minor), pursuant to a subpoena or order of a court or administrative agency, or otherwise in accordance with law.

Testing - Mandatory testing for communicable diseases that are not spread by casual, everyday contact (e.g., HIV or AIDS) shall not be a condition for School entry or attendance, or for employment or continued employment.

Control of Infections -

- (A) HIV cannot penetrate unbroken skin, and there is no evidence that HIV has been transmitted through contact with vomit, nasal discharge, saliva, urine, or feces. However, said body fluids commonly transmit infections such as Hepatitis, colds and flu. Accordingly, direct skin contact with body fluids should be avoided whenever possible.
- (B) Staff members shall follow the UNIVERSAL PRECAUTIONS in handling body fluids in the Schools.
- (C) The District shall cooperate with local, state and federal health agencies in controlling infections.

Health Education - The Board recognizes that (HIV) AIDS education should be integrated into the health and family life curriculum but may also be applied to other curriculum areas.

The District's HIV/AIDS education program must address, at a minimum, the nature, transmission, prevention, and effects of the disease. The program shall be provided in a sequential manner in all grades, taking into consideration the age and maturity of the pupils and the subject matter of the course. Development of the program should take into account the instructional needs of all pupils in the District.

The Superintendent shall ensure that the information presented as a part of the HIV/AIDS program is articulated in such a way that transition from grade to grade in the elementary school and from elementary to secondary approaches to the material will be appropriate for all pupils.

The Superintendent shall ensure that all staff involved in teaching the HIV/AIDS education program are properly certified and adequately prepared to teach the material. As necessary, appropriate staff training shall be provided.

All employees shall have training in Universal Precautions. Reference: [Policy/GBGAA HIV AIDS Policy](#)

EMERGENCY CONTACT INFORMATION

All employees are required to complete an emergency contact information from each school year. This information will be used to contact persons selected by the employee in case of an emergency. The emergency contact form will be supplied with the offer of employment.

SCHOOL SAFETY AND SECURITY MEASURES

Due to recent national events, the school district conducted a comprehensive safety and security assessment of our schools. The district has taken special measures to insure the safety of school children, staff, and visitors by making physical changes to school facilities and revising school protocols.

Video surveillance has been installed at main school entry and exit sites and the elementary playground area. All schools will be implementing a locked door policy. This policy is in effect 24 hours, 365 days a year. Subject to School Principal approval, exceptions may be made when the entrance area is fully supervised by school staff. At no times are school entrance doors to be open unsupervised. This protocol is important in keeping out individuals that intend to cause harm. Audio visual surveillance has also been installed on all regular and special education school buses for student safety to and from school and school related events.

Placement of video cameras is based on the presumption and belief that students, staff, and visitors have no reasonable expectation of privacy in areas or at events that occur in plain view. No devices will be placed in bathrooms or locker rooms. Reference: [Policy EEAA Audio and Video Surveillance on School Buses.](#)

EMPLOYEE IDENTIFICATION BADGES

All employees will be issued an employee identification badge upon employment. The school district's safety and security program require all employees to wear this badge during school/work

hours in all school buildings and on school property. Employees wearing district issued shirts are exempted from this requirement.

GENERAL SAFETY PROTOCOLS

All observed safety and health violations should be reported to the School Principal or Supervisor. Reporting of injury or illness should be reported as outlined in this Handbook.

All medications for students are dispensed through the School Health Department.

Only employees receiving special training in protection measures and personal protection are permitted to deal with bodily fluids, hazardous, and/or toxic substances. Spills of this nature are to be reported to the School Principal immediately.

Employees using hazardous and toxic substances will be supplied with a Material Safety Data Sheet and trained for the safe use of such materials.

REGISTERED SEX OFFENDERS

Laws regarding sex offender rights have changed and policy has been revised to reflect these changes. If there is an immediate safety risk, follow the Emergency Management Guide protocols. If there is not an immediate risk, please call the Superintendent's Office with regard to action. The Superintendent's Office will discuss the matter with the local police and inform you of the action to be taken.

Notification of potential public danger is the responsibility of the local law enforcement. The District will not disseminate sex offender registry information to parents. Questions regarding registered sex offenders should be directed to the Superintendent's Office. Anyone requesting registry information will be referred to the local law enforcement authorities or the NH Registered Sex Offender Registry website at www.egov.nh.gov/nsor. Reference: [JLIF Receipt and Use of Sex Offender Registry Information](#)

USE OF AUTOMATED EXTERNAL DEFIBRILLATOR (AED)

The Board has authorized the use of Automated External Defibrillators (AED) in emergency situations. AEDs will be administered only by those employees designated by the School Principal, in consultation with the School Nurse. Employees will be authorized after they have successfully received and completed appropriate training in cardiopulmonary resuscitation and AED use. Reference: [Policy GBGBA Use of Automated External Defibrillator \(AED\)](#)

REPORTING A WORKPLACE INJURY/ILLNESS

Employees who are injured at work need to report to their school nurse to fill out the 1st Report of Injury Form to notify the Epping School District of a work related injury or illness and for workers' compensation eligibility. School nurses will have the First Report of Injury Form available.

a. During the Regular School Day:

Employees who are injured at work need to go to the school nurse. The health of the employee is considered paramount at all times. If possible both the school nurse and employee will together fill out the First Report of Injury Form including any treatment received and follow up recommendations, and again if possible both the employee and the school nurse will sign the report. The school nurse will forward a copy of the completed form to the Epping School

District Payroll Department at the Superintendent's Office and the School Principal's Office. The Payroll Department will follow through reporting to the Department of Labor.

b. After School Hours or School Is Not In Session:

Employees who are injured after school hours or when school is not in session, and need medical attention, need to seek medical attention as directed by their health insurance plan. Please note that employees should seek assistance by contacting their supervisor. It is important that in emergencies 911 should be called. As soon as possible upon return from the physician's office or emergency room, employees should see the school nurse to report the work related injury. During school vacation time the employee is advised to contact the Superintendent's Office. If the First Report of Injury Form is not completed the medical bills will be denied by the insurance company.

STAFF SAFETY REPORTING REQUIREMENTS

School staff members are required to report the following incidents to the School Administration immediately per School Board Policy, state law, and federal law.

1. Misconduct
2. Violence
3. Theft
4. Destruction
5. Gang activity
6. Hazing
7. Tobacco
8. Alcohol/Drug
9. Weapons
10. Bullying
11. Suspected child abuse/neglect
12. Suicide threats

The rule is: REPORT IT TO SCHOOL ADMINISTRATION - IF IN DOUBT, REPORT IT

PUPIL SAFETY AND VIOLENCE PREVENTION (BULLYING PROHIBITED)

Statement - The Board is committed to providing all pupils a safe and secure school environment in which all members of the school community are treated with respect. This policy is intended to comply with RSA 193-F. Conduct constituting bullying and/or cyberbullying will not be tolerated and is prohibited.

Further, in accordance with RSA 193-F, the District reserves the right to address bullying and, if necessary, impose discipline for bullying that:

1. Occurs on, or is delivered to, school property or a school-sponsored activity or event on or off school property; or
2. Occurs off of school property or outside of a school-sponsored activity or event, if the conduct interferes with a pupil's educational opportunities or substantially disrupts the orderly operations of the school or school-sponsored activity or event.

The Superintendent is responsible for ensuring that this policy is implemented.

Protection of All Pupils – This policy shall apply to all pupils and school-aged persons on school district grounds and participating in school district functions, regardless of whether or not such pupil or school-aged person is a student within the District.

Disciplinary Consequences – The District reserves the right to impose disciplinary measures against any student who commits an act of bullying, falsely accuses another student of bullying, or who retaliates against any student or witness who provides information about an act of bullying. In addition to imposing discipline under such circumstances, the Board encourages the administration and school staff to seek alternatives including, but not limited to early intervention measures, dispute resolution, and other similar measures.

Definitions - Bullying - Bullying is defined as a single significant incident or a pattern of incidents involving a written, verbal, or electronic communication, or a physical act or gesture, or any combination thereof, directed at another pupil which:

1. Physically harms a pupil or damages the pupil’s property;
2. Causes emotional distress to a pupil;
3. Interferes with a pupil’s educational opportunities;
4. Creates a hostile educational environment; or
5. Substantially disrupts the orderly operation of the school.

Bullying shall also include actions motivated by an imbalance of power based on a pupil’s actual or perceived personal characteristics, behaviors, or beliefs, or motivated by the pupil’s association with another person and based on the other person’s characteristics, behaviors, or beliefs. Historically this has included a pupil’s actual or perceived race, color, religion, national origin, ancestry or ethnicity, sexual orientation, socioeconomic status, age, physical, mental, emotional, or learning disability, gender, gender identity and expression, obesity, or other distinguishing person characteristics.

Cyberbullying - Cyberbullying is defined as any conduct defined as “bullying” in this policy that is undertaken through the use of electronic devices. For purposes of this policy, any references to the term bullying shall include cyberbullying.

Electronic Devices – Electronic devices include, but are not limited to telephones, cellular phones, computers, pagers, electronic mail, instant messaging, text messaging, and websites.

School Property – School property means all real property and all physical plant and equipment used for school purposes, including all means of transportation public or private approved by the District.

Parent - Any reference in this policy to “parent” shall include parents or legal guardians.

False Accusations – A student found to have wrongfully and intentionally accused another of bullying may face discipline or other consequences, ranging from positive behavioral interventions up to and including suspension or expulsion. Interventions include psychological, curricular, and behavioral services which may take place within classrooms, schools, and alternative settings per Policy JLDB Behavior Management and Intervention.

A school employee or school district agent found to have wrongfully and intentionally accused a student of bullying shall face discipline or other consequences to be determined in accordance with applicable law, Board policies, procedures, and collective bargaining agreements.

Reprisal or Retaliation – The District will discipline and take appropriate action against any student, teacher, staff member, administrator, volunteer, or school district agent who retaliates against any person who makes a good faith report of alleged bullying or against any person who testifies, assists, or participates in an investigation, proceeding, or hearing relating to such bullying.

The consequences and appropriate remedial action for a student, teacher, staff member, administrator, volunteer, or school district agent who engages in reprisal or retaliation shall be determined by the Principal after consideration of the nature, severity, and circumstances of the act, in accordance with law, Board policies, and any applicable collective bargaining agreements. Students shall be subject to disciplinary measures up to and including suspension and expulsion. Employees and agents shall be subject to discipline up to and including termination of employment. Volunteers shall be subject to discipline up to and including exclusion from school grounds.

If the alleged victim or any witness expresses to the Principal or other staff member that he/she believes he/she may be retaliated against, the Principal shall develop a process or plan to protect that student from possible retaliation. Each process or plan may be developed on a case-by-case basis. Suggestions include but are not limited to rearranging student schedules to minimize contact, changing class assignments, stern warnings to alleged perpetrators, temporary removal of privileges, or other means necessary to protect against possible retaliation.

Policy Notification - The Superintendent or designee shall provide annual written notice of this policy to students, parents, teachers, staff members, administration, volunteers, and school district agents through appropriate references in school and district handbooks, or through other reasonable means.

Parents will be encouraged to prevent bullying at school by:

1. Reporting bullying when it occurs;
2. Taking advantage of opportunities to talk to their children about bullying;
3. Informing the school immediately if they think their child is being bullied or is bullying other students; and
4. Cooperating fully with school personnel in identifying and resolving incidents.

Training – The Superintendent will ensure that all school employees, volunteers, and agents will receive annual training on bullying and related Board policies. The District may also host or schedule public forums to discuss and address bullying.

Students will participate in an annual education program which sets out expectations for student behavior and emphasizes an understanding of harassment, intimidation, and bullying of students, the District’s prohibition of such conduct and the reasons why the conduct is destructive, unacceptable, and will lead to discipline. Students shall also be informed of the consequences of bullying conduct toward their peers. The Superintendent may incorporate anti-bullying training and education in the District’s curriculum. Any student training programs shall be written and presented in age appropriate language.

Reporting Acts of Bullying – At each school, the Principal shall be responsible for receiving complaints of alleged violations of this policy. The Principal may designate this responsibility to the Dean of Students with the understanding that the Principal will be informed of such incidents as soon as possible within the school day.

1. Student – Any student who believes he or she has been the victim of bullying should report the alleged acts immediately to the Principal or administrative designee. If the student is comfortable reporting the alleged act(s) to a person other than the Principal or administrative designee, the student may tell his/her teacher or any school district employee about the alleged bullying. The employee is to report the bullying allegation to the Principal as soon as possible and no later than the end of the school day.
2. School Employees - Any school employee who witnesses, receives a report of, or has knowledge or belief that bullying may have occurred shall inform the Principal or administrative designee as soon as possible within the school day. School employees shall encourage students to tell them about acts that may constitute bullying.
3. Volunteers or Agents – Any school volunteer or school district agent who witnesses or has knowledge or belief that bullying may have occurred shall inform the Principal or administrative designee as soon as possible within the school day.
4. Parent - Any parent who believes that their child has been the victim of bullying or the perpetrator of bullying or has become aware of an act of bullying shall report the alleged act to the Principal or administrative designee.
5. Anonymous Reports – In cases of anonymous reports, formal disciplinary action may not be based solely on an anonymous report. Independent verification of the anonymous report shall be necessary in order for any disciplinary action to be applied.
6. Reporting Forms - The District will make available forms for reporting incidents of bullying and shall request the use of these forms. Such forms shall be available in the Principal's Office in each school, from the Superintendent's Office, and on the District Website at www.sau14.org. An investigation shall proceed even if a student, school employee, volunteer, school district agent, or parent is reluctant to fill out the designated form and chooses not to do so.

District and State Reporting Requirements – The Principal or administrative designee shall be responsible for completing the District and NH Department of Education forms and reporting documents of substantiated incidents of bullying. Said forms shall be completed within 10 school days of any reported incident unless an extension has been granted by the Superintendent. Upon completion of such forms, the Principal or administrative designee shall retain a copy for school records and shall forward a copy to the Superintendent. The Superintendent shall maintain said forms in a safe and secure location.

Notifying Parents of Alleged Bullying – The Principal or administrative designee shall report to the parents of a student who has been reported as a victim of bullying and to the parents of a student who has been reported as a perpetrator of bullying within 48 hours of receiving the report. Such notification may be made by telephone, writing, or personal conference. The date, time, method, and location (if applicable) of such notification and communication shall be noted in the above referenced report. All notifications shall be consistent with the student privacy rights under the applicable provisions of the Family Educational Rights and Privacy Act of 1974 (FERPA).

Waiver of Notification Requirements – The Superintendent may, within a 48-hour time period, grant the Principal a waiver from the requirement that the parents of the alleged victim and the alleged perpetrator be notified of the filing of a report. A waiver may only be granted if the Superintendent deems such a waiver to be in the best interest of the victim or perpetrator. The Superintendent shall notify the School Board Chairperson within the 48 hour time period of a notification waiver. Any waiver granted shall be in writing. This waiver shall not negate the school’s responsibility to adhere to the remainder of this policy.

Investigation Procedures – Upon receipt of a report of bullying, the Principal or administrative designee shall commence an investigation consistent with the provisions of this policy.

1. Upon receipt of a report of bullying, the Principal or administrative designee shall, within 5 school days, initiate an investigation into the alleged act. If the administrative designee is directly and personally involved with a complaint or is closely related to a party to the complaint, then the Principal shall conduct the investigation. If the Principal is directly and personally involved with a complaint or is closely related to a party to the complaint, then the Superintendent shall direct another district employee to conduct the investigation.
2. The investigation may include documented interviews with the alleged victim, alleged perpetrator, and any witnesses. All interviews shall be conducted privately, separately, and shall be confidential. Each individual will be interviewed separately and at no time will the alleged victim and perpetrator be interviewed together during the investigation.
3. If the alleged bullying was in whole or in part cyberbullying, the Principal or administrative designee may ask students and/or parents to provide the District with printed copies of e-mails, text messages, website pages, or other similar electronic communication documentation.
4. The investigation may include, but is not limited to:
 - a. Description of incident, including the nature of the behavior;
 - b. How often the conduct occurred;
 - c. Whether there were past incidents or past continuing patterns of behavior;
 - d. The characteristics of parties involved;
 - e. The identity and number of individuals who participated in bullying behavior;
 - f. Where the alleged incident(s) occurred;
 - g. Whether the conduct adversely affected the student’s education or educational environment;
 - h. Whether the alleged victim felt or perceived an imbalance of power as a result of the reported incident; and
 - i. The date, time, and method in which parents or legal guardians of alleged victim and perpetrator(s) involved were contacted.
5. The Principal or administrative designee shall complete the investigation within 10 school days of receiving the initial report. If the investigation may not be completed within 10 school days, the Principal may request an extension to complete the investigation. The Superintendent may grant an extension of up to 7 school days. In the event such extension is granted, the Principal shall notify in writing all parties involved of the granting of the extension. The extension shall also be noted on the District report.
6. Whether a particular action of incident constitutes a violation of this policy shall require a determination based on all facts and surrounding circumstances and shall include recommended remedial steps necessary to stop the bullying and a written final report to the Superintendent. If the Principal does not personally conduct the investigation, the Principal shall be fully informed of the results of the investigation and consulted before disciplinary or remedial action is taken.

Response to Substantiated Bullying – Consequences and appropriate remedial actions for a student or staff member who commits one or more acts of bullying, retaliation, or false reporting may range from positive behavioral interventions up to and including suspension or expulsion of students, dismissal from employment for staff members, and exclusion from school grounds for volunteers and school district agents.

Consequences for a student who commits an act of bullying, retaliation, or false reporting shall be varied and awarded according to the nature of the behavior, the developmental age of the student, and the student’s history of problem behaviors and performance. Remedial measures shall be designed to correct the problem behavior, prevent another occurrence of the problem, protect and provide support for the victim, and take corrective action for documented systematic problems related to bullying.

Students who are found to have violated this policy may face discipline in accordance with other applicable Board policies up to and including suspension. In awarding discipline, the administrative designee shall discuss the investigation and disciplinary action with the Principal. Students facing discipline will be afforded all due process required by law.

The Board promotes preventative educational measures to create greater awareness of bullying and encourages the Superintendent to work collaboratively with school staff to develop responses other than traditional discipline as a way to remediate substantiated instances of bullying.

Reporting to Superintendent and School Board – The Principal or administrative designee shall forward all substantiated reports of bullying to the Superintendent upon completion of the investigation. The Superintendent shall inform the School Board at the next regularly scheduled School Board meeting.

Communication with Parents Upon Completion of Investigation – The Principal or administrative designee shall notify the parents of the alleged victim and alleged perpetrator consistent with the provisions of this policy.

1. Within 2 school days of completing an investigation, the Principal and or administrative designee will notify the students involved in person of his/her findings and the result of the investigation. The Principal or administrative designee will also notify via telephone the parents of the alleged victim and alleged perpetrator of the results of the investigation.
2. Within 5 school days of completing an investigation a letter will also be sent to the parents notifying them of the results of the investigation and the school’s remedies and assistance within the boundaries of applicable state and federal law.
3. If the parents request, the Principal or administrative designee shall schedule a meeting with them to further explain his/her findings and reasons for his/her actions.
4. In accordance with the Family Educational Rights and Privacy Act (FERPA) and other law concerning student privacy, the District will not disclose educational records of students including the discipline and remedial action assigned to those students and the parents of other students involved in a bullying incident.

Appeal – A parent/guardian who is aggrieved by the investigative determination letter of the Principal or his/her designee may appeal the determination per the following guidelines.

1. Non-disciplinary remedial actions - Where no other review procedures govern, the parents/guardians of pupils perpetrating bullying or victimized by bullying, making false accusations, and/or retaliating against others may appeal the Principal's or designee's decision to the Superintendent for review within 10 school days of the parent/guardian's receipt of the investigative determination letter. The appeal shall be in writing addressed to the Superintendent, shall state the reason(s) why the appealing party is aggrieved, and the nature of the relief they seek. The Superintendent shall not be required to re-investigate the matter and shall conduct such review as he/she deems appropriate under the circumstances. The Superintendent shall issue a written decision within 10 school days.

If the aggrieved party is still not satisfied with the outcome, the aggrieved party may file a written request for review by the School Board within 10 school days of the receipt of the Superintendent's decision. An appeal to the Superintendent is a prerequisite to any appeal to the School Board. The appeal to the School Board shall be in writing, addressed to School Board Chair in care of the Superintendent, shall state the reason(s) why the appealing party is aggrieved, and the nature of the relief they seek.

An aggrieved parent/guardian has the right to appeal the final decision of the School Board to the State Board of Education.

2. Disciplinary actions - For students disciplined for acts of bullying the procedures under RSA 193:13, Ed 317, and District policies establish due process and appeal rights.
3. State Board of Education - The School Board or its designee will inform parents of any appeal rights they may have to the NH State Board of Education.

Immunity – A district employee, school employee, school volunteer, pupil, parent, legal guardian, or employee of a company under contract with the school or school district shall be immune from civil liability for good faith conduct arising from or pertaining to the reporting, investigation, findings, recommended response, or implementation of a recommended response.

Video & Audio Recordings on School Buses – Pursuant to RSA 570-A:2, notice is hereby given that the Board authorizes audio recordings to be made in conjunctions with video recordings of the interior of school buses while students are being transported to and from school or school activities. The Superintendent shall ensure that there is a sign informing the occupants of school buses that such recordings are occurring.

In the event an audio or video recording is used as part of a student discipline proceeding, such video may become part of a student's education record. If an audio or video recording does become part of a student's education record, the provisions of Policy JRA shall apply. [Policy JRA Annual Notice 20Student Education Records and Information Rights](#)

Video Surveillance on School Property – The District reserves the right to use video recording devices on school property to ensure the health, welfare, and safety of all staff, students, and visitors. Placement and location of such devices will be established in accordance with the provisions of Policies EEAA, EEAE, and ECAF. [Policy EEAA Audio and Video Surveillance on School Buses](#)

In the event a video recording is used as part of a student discipline proceeding, such video may become part of a student's education record. If a video recording does become part of a student's education record, the provisions of Policy JRA shall apply.

(Reference JICK Pupil Safety and Violence Prevention (Bullying Prohibited)) (JICK-Form Bullying Reporting Form may be found on District Website.)

FIELD TRIPS

The School Board has detailed policy governing day activity and extended overnight activity. These guidelines have been developed for both staff and student safety. Day field trips may be approved by the School Principal. A two-week notice to the School Principal is required. Extended student trips may only be approved by the School Board. At least twelve-week notice to the School Board is required. Please direct questions to the School Principal. References: IJOA Student Field Trips and IJOAA. [Policy IJOAA Extended Student Trips](#)

SCHOOL SEARCHES

When it is deemed necessary school administration and/or law enforcement may search the school building and grounds. The school and its contents are the property of the District, not the student and/or employee. Students and employees have no reasonable expectation of privacy as to the contents of those areas. The school and its contents may be subjected to searches at any time with or without reasonable suspicion. Students and employees are not to use any school area or property to contain any thing that should not be at school. Reference JIH: [Policy JIH Student Searches and Their Property](#)

HIRED VEHICLES DRIVEN BY SCHOOL EMPLOYEES

Employees providing student transportation with a rental vehicle must receive prior permission from the School Principal. Employees must hold a valid driver's license appropriate for the classification of the vehicle to be driven. The rental company will require evidence of insurance prior to leasing the vehicle. The SAU Business Administrator must be contacted to provide such information. It is to be noted that the district's insurance is primary followed by the employee's insurance.

Use of fifteen passenger vans is not permitted. Reference: [EEA Student Transportation Services](#)

USE OF PRIVATE VEHICLES TO TRANSPORT STUDENTS

Any use of private vehicles for transportation of students to or from school on field trips, athletic events, or other school functions, must have prior written authorization by the Superintendent or his/her designee. Those providing unauthorized student transportation do so at their own expense and liability.

Any employee or private citizen using their own or a rented vehicle to provide school-authorized student transportation must have auto liability insurance of not less than \$100,000 per person, \$300,000 per accident. Drivers must provide evidence of insurance prior to being authorized to drive for the District. The District will maintain liability insurance, which will be in excess of the owner's primary insurance for authorized student transportation.

All drivers must have a valid driver's license appropriate for the classification of vehicle to be driven, and a vehicle which has a current N.H. inspection sticker. Drivers must provide evidence of a valid driver's license and the District must verify the current inspection sticker. A commercial license is required for any vehicle that has a capacity of 16 or more. Any person transporting students in a

private vehicle must have a criminal records check. School employees may be exempt from this requirement.

The Board specifically forbids any employee to transport students for school purposes without prior written authorization by the Superintendent or his/her designee. All employees who regularly transport students must have a School Bus Driver Certificate.

No student shall be sent on school errands using any automobile.

Reimbursement for use of private vehicles may be made, but only if the employee or other person has prior approval of the designated administrator.

There will be no smoking allowed in contracted or private vehicles transporting students.

All drivers must adhere at all times to local, state and federal laws and regulations regarding student transportation and motor vehicle operation. Further, each driver agrees to be responsible for the safety, welfare, and conduct of the students being transported. Reference: [Policy EEAG Transportation by Private Vehicle](#)

MOTOR VEHICLE SEAT BELT USE

The Motor Vehicle Seat Belt Use Policy is intended to protect Epping School District employees operating or riding in motor vehicles from the hazards of motor vehicle accidents.

All Epping School District employees operating or riding in motor vehicles shall use seat belts. This includes all employees operating Epping School District owned vehicles, passengers in Epping School District owned vehicles, and all employees operating personal vehicles while engaged in Epping School District business, and employees riding in a passenger vehicle while on Epping School District business.

All Epping School District vehicles will be equipped with seat belts. This includes the vehicle cab, passenger seating area and jump seats. Passengers will only be permitted to ride in areas of the vehicle designed for that purpose. Seat belts shall be used by all employees riding in the vehicle when the vehicle is in motion.

Violation of this policy will result in disciplinary action in accordance with Epping School District disciplinary procedures. Reference: [Policy EBBE Motor Vehicle Seat Belt Use](#)

SAFETY COMMITTEE

The School District has a safety committee comprised of representatives from each school. Meeting minutes are posted and available from the Superintendent's Office. Employees interested in attending a meeting or addressing a safety concern can contact the Business Administrator in the SAU Office.

WORK REQUESTS FOR MAINTENANCE

If you have a maintenance issue, please use the following protocol.

- Use the maintenance support portal located on the district website under Facilities. There is no

login required to submit a support ticket. However, logging in will provide you a more consistent experience and allow you to track the progress of your request and multiple issues much more conveniently. The Facilities Department highly recommends that you make an account.

- Fill out a pre-made form with as much detail as possible. Please list only one issue per ticket, even for the same computer.
- The Facilities Department will assess the situation, address the issue or initiate a conversation about the issue if more information is needed, and provide a status report.

If your issue is an emergency, please contact Don Nichols at x270 at the High School or email at donald.nichols@eppingsd.org

CHILDREN OF SCHOOL STAFF

Permission of the School Principal is required by school staff to have children in the building when the staff member is working under school contract. Children of school staff before, during, and after the school day, unless in an approved school program, must be under parental supervision at all times.

SCHOOL STAFF TEACHING THEIR OWN CHILDREN

In the event that a parent of a child attending the same school is also a staff member, the School Principal shall adjust work assignments in order to eliminate, if at all possible, the amount of time that the staff member spends during any school day instructing his/her child. Recognizing that this may not be possible, not more than one content area will be acceptable. Exceptions to this policy shall require the approval of the Board. Reference: [Policy IMAB School Staff Teaching Their Children](#).

LEAVING THE BUILDING

Upon reporting to work all employees are expected to be in attendance in the school building. Exceptions on an as-needed basis may be granted by the School Principal.

All support staff members are also expected to remain in the school building or on school grounds during break periods. Staff may request permission and must receive permission from the School Principal to leave the school for lunch or other break periods.

EMPLOYEE PROTECTION

These insurances are provided for all employees regardless of assignment, length of assignment, and/or hours worked per day, and are subject to state law. These insurances are provided in accordance with the provisions of the insurance carrier. Reference: [Policy GBG Employee Protection](#)

a. Liability:

The employees of the District are indemnified and held harmless against claims that be entered against them as a result of carrying out their assigned responsibilities, as provided under RSA 31:105 and 31:106. Employees should contact the Superintendent's Office to obtain additional information. Potential liability claims should be reported immediately to the Superintendent's Office. Failure to provide notice to the insurance carrier may jeopardize insurance coverage.

b. Unemployment:

All employees are covered by unemployment compensation insurance paid for and provided by state law and as approved by the school district's insurance carrier. District employees with

reasonable assurance of employment after a regularly scheduled vacation break are ineligible for benefits during such breaks. Employees should contact the Superintendent's Office to obtain additional information.

c. Workers' Compensation:

All employees are covered by workers' compensation insurance paid for and provided by the District. Benefits are afforded for bodily injury or illness and wage loss arising from accidents or diseases suffered or contracted as a result of employment, as provided for by state law and as approved by the school district's insurance carrier. In the event that an employee is eligible to collect workers' compensation insurance, the District will continue to pay the employee's regular salary with the employee reimbursing the District the workers' compensation payment. Employees should contact the Superintendent's Office to obtain additional information. Employees who are injured at work need to see their school nurse per the following reporting procedure.

FRAUD PREVENTION

Federal regulations require the District to have a fraud prevention and fiscal management policy. An employee who suspects fraud, impropriety, or irregularity is to immediately report his/her suspicions to the Superintendent. The employee should contact the Superintendent immediately and not attempt to confront the accused or conduct his/her own investigation. If the report involves the Superintendent, the employee will report his/her suspicions to the School Board Chairperson. Employees who bring forth a legitimate concern or suspicion about a potential impropriety will not be retaliated against. Anyone retaliating against such an employee will be subject to disciplinary action. (Reference DIH Fraud Prevention and Fiscal Management)

USE OF OFFICE EQUIPMENT AND COMMUNICATION DEVICES

Use of office equipment and communication devices is restricted to school district business. Reference the Acceptable Computer, Network, E-Mail, and Internet Use Policy, Website Publishing Policy, and Employee Use of Cellular Telephones for the appropriate use of computer and communication systems.

USERNAMES AND PASSWORDS

The District issues usernames and passwords for the use of e-mail, PowerSchool®, and educational software. Usernames and passwords are confidential and should not be shared with others. It is important to know that when sharing this information, you may be held accountable for the actions of others.

TECHNOLOGY ISSUES

If you have a technology request or issue, please use the following protocol.

- Attempt to solve the issue using your own resources or that of your peers. Instruction manuals, web search, tutorials on YouTube, software help buttons, etc. are great sources.
- If you are not able to resolve the issue, use the technology support portal located on the district website at <http://www.sau14.org/technology.cfm> or at <http://sau14.freshdesk.com>. There is no login required to submit a support ticket. However, logging in will provide you a more consistent experience and allow you to track the progress of your request and multiple issues much more conveniently. The Technology Department highly recommends that you make an account.
- Fill out a pre-made form with as much detail as possible. Please list only one issue per ticket, even for the same computer.

- The Technology Department will assess the situation, address the issue or initiate a conversation about the issue if more information is needed, and provide a status report.

ENERGY PLAN

It is the District's responsibility to ensure that every effort is made to conserve energy while exercising sound financial management and safety. The implementation of this policy is the joint responsibility of the Board, administrators, teachers, students, support personnel and community, and its success is based on cooperation at all levels. The following energy guidelines are in effect.

Overall

1. Conduct a district-wide energy audit.
2. Encourage students and staff to identify energy saving measures.
3. Include energy and recycling in the daily operation of the classroom.
4. Assign students to be in charge of saving energy and recycling.

Fuel Oil Consumption

1. Clean and check all burners for operation in the most efficient manner possible.
2. Use multiple small boilers rather than one large unit where possible.
3. Review fuel bills for accuracy and to identify and investigate changes.
4. Implement an air filter replacement schedule to optimize efficiency.
5. Ensure that all intakes and exhausts are clear of obstruction.
6. Check water heaters for proper temperature and operation.

School Building Temperature

1. Set occupied building temperature range from 68 to 70 °F for the heating season. The occupied building temperature for the cooling season may be higher.
2. Turn off building heat when building is unoccupied with a safety setting of 55 °F.
3. Use unoccupied guideline when building is unoccupied for 2 or more consecutive days.
4. Check automated building controls for proper settings and operation to meet guidelines.
5. Ensure that room temperature guidelines are maintained.
6. Check the location of thermostats and relocate if possible to address warmer or cooler parts of the building.

School Building Efficiency

1. Check and adjust automatic door closers for proper operation. Ensure that doors are not left open.
2. Check and repair seals and/or add weather stripping around all doors and windows.
3. Develop window and door replacement schedule to sustain building efficiency.

Electricity Use

1. Review electricity bills for accuracy, correct classification, and to identify and investigate changes.
2. Permit refrigerators, microwaves, coffee pots, and other appliances only in common areas.
3. Check occupancy sensor light switches for proper operation.
4. Develop plan to install occupancy sensor light switches in all buildings.
5. Place outdoor lights on a timer and adjust for change to and from daylight savings time.

6. Replace incandescent light bulbs with fluorescent lights.
7. Replace metal halide lights in gyms with fluorescent light fixtures.
8. Replace incandescent light exit signs with LEDs.
9. Adjust vending machine operation for efficiency.
10. Turn off lights and air conditioners when room is not in use.
11. Turn off lights, air conditioners, computers, monitors, printers, and other electrical devices at the end of the school day, and lock classroom.
12. Check electric hot water units for proper temperature and operation.
13. Charge a fee for afterhours use of school buildings.
14. Use non-peak hours for heavy duty electrical equipment such as kilns, etc.
15. Explore the feasibility of purchasing electricity in bulk.

Kitchen Equipment

1. Ensure that all kitchen equipment, hot and cold, is properly calibrated for temperature and operation.
2. Check and repair door gaskets on kitchen equipment.
3. Consolidate food storage in freezers and refrigerators where possible and turn off unused units. Limit food stored over summer vacation.
4. Preheat units for the time needed to reach temperature just before use and avoid turning on kitchen equipment earlier than necessary.
5. Evaluate the financial feasibility of using a dishwasher rather than using disposable dishes, trays, and utensils.

Gasoline Use & Mileage Reimbursement

1. Recommend carpooling for multiple employees to and from out-of-district conferences, meetings, etc. to obtain mileage reimbursement.
2. Hire bus where financially feasible for large groups of employees to attend training sessions.
3. Require anti-idling policy for school buses.
4. Avoid unnecessary trips for supplies by purchasing in bulk using district purchasing as feasible.
5. Ensure that all district owned equipment is in proper running order.

INDOOR AIR QUALITY

Indoor air quality has been reported to be impacted by motorized vehicles, toxic chemicals, certain items brought from home, and animals in school. The following guidelines are recommended to protect the health and wellbeing of our students, staff, and school community. The Superintendent may establish additional rules and regulations to minimize or eliminate motorized vehicle emissions, the use of toxic chemicals, and certain items brought from home which contribute to poor indoor air quality. Please reference School Board Policy IMG and IMGA for guidelines on animals in school.

Reference: [Policy IMG Animals in School and on School Grounds.](#)

Motorized Vehicle Emissions

1. Bus providers are to follow anti-idling procedures when arriving at student loading or unloading areas. Exceptions may be made for extreme weather conditions which require idling for heating or mechanical purposes or to insure full functioning of safety lights and equipment when loading/unloading students.
2. All drivers are to turn off engines when parked to drop off or pick up children. Exceptions may be made for extreme weather conditions.
3. Delivery vehicles are to follow anti-idling procedures unless the vehicles need to run compressors or other devices. Exceptions may be made for extreme weather conditions.
4. Emergency vehicles are to follow their common safety protocols.

Toxic Chemicals & Items Brought in From Home

1. Soap and water is to be used for routine cleaning of furniture, equipment, and the facility. Exceptions may be made for the Facilities Department when deep cleaning is required to address sickness or facility need.
2. Non-toxic cleaning products, fertilizers, and insecticides are to be used. Exceptions may be made due to unavailability or cost.
3. Items such as cleaning products, insecticides, upholstered furniture, and other items contributing to poor indoor air quality are not to be brought in from home.

Reference: [Policy EBB Indoor Air Quality](#)

ANIMALS IN SCHOOL & ON SCHOOL GROUNDS

The Board recognizes that, under the proper conditions, animals can be an effective teaching aid. In order to protect both children and animals, the following guidelines are adopted for use in all schools in the district.

1. The only animals allowed in a classroom must be for a specific and appropriate educational purpose and shall be allowed for the amount of time necessary to achieve the educational goal.
2. The only animal products (e.g., owl feces for dissection) allowed in a classroom must be for a specific and appropriate educational purpose and shall be allowed for the amount of time necessary to achieve the educational goal.
3. The bringing of animals into the classroom must not violate town/state/federal ordinances.
4. All animals and their care must meet indoor air quality standards per Policy EBBD Indoor Air Quality.
5. No animal shall be at school unless the teacher has permission from the School Principal. At the School Principal's discretion, permission to keep the animal may be denied based on: (1) the purpose for the animal's presence, (2) the ability of the teacher to control the animal, (3) student and/or staff health needs, and/or (4) the past practice in the classroom. The School Principal shall also be responsible for enforcing this policy.

6. It shall be the responsibility of the teacher to be aware of how each animal affects the health and wellbeing of the individual students and staff members in that particular classroom. Parents should be consulted to determine special considerations needed for children who are immune compromised, have allergies or asthma, or other special needs. Classroom staff and guests should also be consulted as to their potential susceptibility.
7. Selection of classroom animals should be appropriate for the maturity and age level of classroom children. Wild or exotic animals are not permitted in classrooms, unless under the control of a professional.
8. It shall be the responsibility of the teacher to insure the appropriate care, feeding, and handling of the animal, the safety of children and staff, and the cleanliness of the classroom, and to protect the classroom and facility from damage.
 - a. All animals must be in good physical condition and vaccinated against transmittable diseases. Dogs, cats, and ferrets require proof of current rabies vaccination. Animals are to be kept clean and free of intestinal parasites, fleas, ticks, mites, and lice. Nails are to be trimmed. Precautions should be taken to minimize transmission of all diseases and injuries (e.g., Salmonella, rabies, ringworm, bites, scratches, etc.)
 - b. No animals are to be allowed to run freely in the classrooms, food areas, or activity areas. No animals are permitted to damage or soil school property or school facilities.
 - c. All animal eating, housing, sleeping, exercising, entertaining, and medical needs should be appropriate to insure the health and wellbeing of the animal.
 - d. Areas should be designated for animal contact. Such areas should be properly cleaned regularly and after animal contact. Food and drink may not be consumed in these areas. The teacher is responsible for keeping such areas clean on a daily or as needed basis.
 - e. All fecal material must be cleaned from the cage of any mammal or bird on an as needed basis (at a minimum of once per week), and appropriate sanitizer used. All fecal and bedding matter will be disposed of in an appropriate outdoor waste receptacle. Reptiles, fish, and insects must be cared for in a manner to minimize odor and maintain health. Cleaning should be performed by people older than 5 years and under the supervision of an adult. Persons cleaning cages must wear gloves. Ideally, cleaning should be performed when children are not in the room. Hands must be washed after contact with animals, animal products, or their environment. Hand hygiene should be stressed, using verbal and written educational materials.
 - f. No animals are to be left unattended at any time during the school year when school is closed or during the summer vacation. Animals are to taken home on weekends, holidays, and vacation periods. Fish may be left unattended on weekends and holidays if an extended feeding apparatus is used.
 - g. In the event an emergency school closing causes disruption of the routine feeding and care of an animal, it will be the responsibility of the teacher to provide a plan of care for his or her classroom-housed animals. In each school where these animals are housed,

there should be a plan whereby a staff member who visits the school daily during the emergency closing is aware of the animal's' presence and sees to their care. If no staff member visits the school daily in such circumstances, the teacher is responsible for the daily care of the animal(s).

ANIMALS ON SCHOOL GROUNDS

1. Students and Staff - Unauthorized animals are not allowed in school buildings or on school grounds. Children and staff will be instructed to keep their personal pets off the school grounds. The appropriate town official will be called and requested to impound all animals taken into custody by school personnel.
2. Service animals – Exceptions are granted for service animals per Board Policy IMGA Service Animals.
3. Community Members – When school is in session, community members' animals are not allowed in school buildings or on school grounds. The school session includes the regular school day (including staff in-service days), school extracurricular activities, athletic events, and summer sessions.
4. When school is not in session any animals on school grounds or in school buildings are to be leashed and under the control of their owner. Solid waste is to be picked up and disposed of using an appropriate outdoor waste receptacle. Animals must also meet all town/state/federal ordinances.
5. Horses are not permitted on school lawns, garden areas, athletic fields, or athletic tracks. Horses are to be under the control of their owner and are restricted to paved areas and trails. Solid waste is to be picked up and disposed of using an appropriate outdoor waste receptacle.
6. The District shall notify students, parents, staff members, and community members of this policy using handbooks, newsletters, outdoor signs, and other communication devices.

Reference: [Policy IMG Animals in School and on School Grounds.](#)

AVAILABLE ON DISTRICT WEBSITE

WWW.SAU14.ORG

1. SCHOOL BOARD POLICY

2. PERSONNEL FORMS