

Derry Cooperative School District No. 1
NH School Administrative Unit #10
18 South Main Street
Derry, New Hampshire 03038

EPS Code: GBEBB

District Code:

STAFF CONDUCT WITH STUDENTS

The Board expects all staff members, including teachers, coaches, counselors, administrators, and others, to maintain the highest professional, moral and ethical standards in their conduct with students. For the purpose of this policy staff means employees, contract service providers, school volunteers, and student teachers/interns.

The relationship between staff members and students in the school district should be one of cooperation, understanding, mutual respect, and trust. All staff have the responsibility to provide an atmosphere conducive to learning which should be accomplished through effective individual and group discipline. All students and staff members will treat each other with respect.

When interacting with students in all curricular and extracurricular activities, both on and off school property, staff is expected to exercise good judgment and to maintain professional boundaries appropriate to an educational setting and consistent with the educational mission of the school district.

In formulating this policy, the Board understands that there are circumstances when staff members and/or their children have personal relationships with the families of students outside of school. The intent of this policy is not to prohibit all social contact between staff members and families outside of school. However, because of the trust placed in school staff by the community and our schools' responsibility to protect the well being of students, staff members are expected to be sensitive to the appearance of impropriety in their conduct with students at all times. Staff members are encouraged to discuss issues with their building administrator or supervisor whenever they are unsure whether particular conduct or a planned activity may constitute a violation of this policy.

Reporting Violations

Students and/or their parents/guardians are strongly encouraged to notify the principal, the Title IX coordinator or other appropriate administrator if they believe a teacher or other staff member may be engaging in conduct that violates this policy.

Staff members are required to notify promptly the appropriate building administrator, Superintendent, or the Title IX coordinator if they become aware of a situation that may constitute a violation of this policy.

Disciplinary Action

Staff violation of this policy shall result in disciplinary action up to and including dismissal. Violations involving sexual or other abuse will also result in referral to the Department of Human Services and referral to law enforcement, in accordance with the School Board's policy on reporting child abuse and neglect and state law.

Staff members who violate this policy may face disciplinary measures, up to and including termination, consistent with state law and applicable provisions of a collective bargaining agreement.

Any employee who witnesses or learns of any of the above behaviors shall report it to the building principal or Superintendent immediately.

Dissemination

This policy shall be included in all employees, student and volunteer handbooks and located in the policies link on the School District web site.