

**White Mountains Regional School Board Policy**  
**SECTION H: NEGOTIATIONS**  
**RECOMMENDED**

**HPA**

**EMPLOYEE JOB ACTIONS**  
(Unauthorized Employee Absences)

Any strike, job action or withholding of services by a public employee is illegal.

Any employee of the White Mountains Regional School District who engages in a strike, job action, withholds services, absents himself/herself without leave or authorization, or declines to perform all of his/her duties and responsibilities will be acting contrary to the law of the state, to the Board policies and to any applicable individual contract.

Any employee who so acts will:

1. Suffer a deduction in salary for every day s/he is absent from work.
2. Have an official reprimand placed in his/her permanent record.
3. Be subject to immediate discharge or other appropriate disciplining action.
4. District may discontinue voluntary deductions until such time as work action is terminated.

**Legal Reference:**

*RSA 273-A:13, Strikes Prohibited*

1st Reading: April 25, 2005  
2<sup>nd</sup> Reading: May 23, 2005  
Adopted: May 23, 2005