



HAMPTON SCHOOL BOARD MEETING
HAMPTON ACADEMY CAFETERIA
TUESDAY, APRIL 11, 2023
6:00PM – REGULAR MONTHLY MEETING

Learning.....A Voyage for a Lifetime

Mission: Inspiring the whole child by providing engaging opportunities for life-long success

Vision: Hampton students will become responsible and respectful global citizens in our ever-changing world

1. **Call to Order – Chairman Les Shepard**
2. **Pledge of Allegiance**
3. **Public Comment on Agenda Items**

Note: Individuals asked to offer brief (3-min) presentation – should items require additional time and attention, please contact the Superintendent of Schools (Policy BEDH)

4. **School Board Member Updates - Board Committee Assignments - Update**

- | | |
|--|--|
| 4.1 Budget Committee – Mrs. Bridle | 4.8 Professional Dev. – Mrs. Shepard |
| 4.2 Building/Facilities – Mrs. Shepard | 4.9 PTA – Mrs. Rega |
| 4.3 CIP – Mr. Shepard | 4.10 Recreation Department – Mrs. Rega |
| 4.4 Curriculum - Mrs. Shepard | 4.11 Safety – Mr. Shepard |
| 4.5 NHSBA – Mr. Shepard | 4.12 Scheduling – Mr. DeLuca |
| 4.6 Policy – Mrs. Bridle & Mrs. Rega | 4.13 Steering – Mr. DeLuca |
| 4.7 Preschool – Mrs. Bridle & Mrs. Shepard | 4.14 Wellness - Mrs. Shepard |

5. **Reports**

- | | |
|--|---|
| 5.1 Mr. Tim Lannan – Centre School Principal | 5.6 Mr. Keith Lessard – Facilities Director |
| 5.2 Mr. Nathan Saddler – Marston School Principal | 5.7 Mrs. Mary Borg – Food Services Director |
| 5.3 Mr. Ken Hawkins – H.A. Principal | 5.8 Dr. Lois Costa - Superintendent |
| 5.4 Dr. Lois DaSilva-Knapton – Student Services Director | 5.8.1 Goals and Objectives |
| 5.5 Mrs. Amber Levine – Technology Director | |

6. **New Business**

- 6.1 Oratoricals
- 6.2 Rotary – Student of the Month
- 6.3 HA Field Trips, Update on Puerto Rico
- 6.4 Education Funding/Coalition of Communities with Town Manager, Jamie Sullivan

7. **Governance**

- 7.1 Enrollment

8. **Operations, Resources and Safety – Business Administrator – Mrs. Mariah Curtis**

- 8.1 Monthly Financials
- 8.2 Revenues
- 8.3 Food Service

9. **Personnel**

10. **Policy Review –**

- 10.1 DFA – Investment – Annual review
- 10.2 JFAM – Education of Military Children & Military Connected Students – 1st read New
- 10.3 JLCB – Immunizations of Students – 1st read Revision
- 10.4 JLCF – Wellness – 1st read Revision
- 10.5 JLDDB – Suicide Prevention Education – 1st read Revision
- 10.6 KDA – Public Information Program – Withdrawn
- 10.7 BCA – School Board Member Ethics – Discussion
- 10.8 BCA-R – School Board Member Ethics Acknowledgement – Discussion



HAMPTON SCHOOL BOARD MEETING
HAMPTON ACADEMY CAFETERIA
TUESDAY, APRIL 11, 2023
6:00PM – REGULAR MONTHLY MEETING

Learning.....A Voyage for a Lifetime

10.9 GBEA – Staff Ethics – Discussion

10.10 GBEED – Employee Use of Social Networking Websites - Discussion

11. Consent Agenda -Update

11.1 Consideration of Minutes

* Board meeting of March 21, 2023 - Public & Non-Public minutes

11.2 Correspondence

11.3 Signing of Manifests

12. Public Comment on Agenda Items

13. Non-Public Session – Called under RSA 91-A:3 II. (a) – roll call vote required

14. Adjourn

Next Meeting:

School Board meeting – May 9, 2023

Guidelines and Regulations for Public Comment:

Thank you for joining us this evening. We hope you find these guidelines as we strive to partner with our families and community members.

School boards provide the opportunity for the public to comment on school district matters at a meeting of the school board held under RSA 91-A:2. The public comment period shall be for no less than 30 minutes.

The board has imposed a 3-minute time limit for each speaker.

School boards restrict public comments that disclose student personally-identifiable information, teacher personally-identifiable information, or other confidential or privileged information under FERPA Laws (Family Educational Rights and Privacy Act).

All speakers are to conduct themselves in a civil manner under School Board Policy KFAAA – Civility.

It is the intent of the school board to promote mutual respect, civility, and orderly conduct among district employees, parents, students, and the public. It is not the intent of the school board to deprive any person of his or her right to freedom of expression. The intent of the policy is to maintain, to the greatest extent reasonably possible, a safe, harassment free workplace for teachers, students, administrators, other staff, parents, and other members of the community. In the interest of presenting teachers and other employees as positive role models, the school board encourages positive communication and discourages disruptive, volatile, hostile, or aggressive communications or actions.

Public Meeting Decorum:

- Treat one another courteously. Even if you don't like/support each other or each other's views
- Resist getting defensive
- Separate the person from the problem/issue
- If someone is challenging your opinion or view, remember that this is the process. It does not need to be personal, and it takes two people to have an argument.
- Board members ran with the common objective of serving the public and public education system – they may just have differing views
- Collective decisions are generally better when differing views have been vetted and considered

We are glad you could be with us as we discuss matters that impact our schools and students.

NEW

Hampton School District Policy	Section: J Code: JFAM Title: Education of Military Children & Military Connected Students Category: Recommended Page: 1 of 4
---------------------------------------	---

EDUCATION OF MILITARY CHILDREN & MILITARY CONNECTED STUDENTS

A. Statement of Purpose and Definition.

It is the Board's intent to remove barriers to the identification, enrollment, retention, and support in schools of military-connected students.

"Military-connected student" as used in this policy includes any student who is a dependent of a current or former member of:

1. The US military serving in the Army, Navy, Air Force, Marine Corps, Space Force, or Coast Guard on active duty as defined in RSA 110-D:3.;
2. NH National Guard;
3. A reserve force of the US military;
4. A member of such military or reserve force killed in the line of duty; and
5. By implication all children defined as "children of military families" as defined in RSA 110-D:3, III.

B. Residency.

A student shall be considered a resident of the school district if they are a military-connected student whose parent is transferred or is pending transfer to a military installation within New Hampshire while on active military duty pursuant to an official military order. See *RSA 193:12, III-a*.

Parents of military-connected students shall provide proof of residence in the school district within 10 days after the published arrival date provided on official documentation. Parents of such military-connected students may use the below addresses to establish residency:

1. a temporary on-base billeting facility;
2. a purchased or leased home or apartment; or
3. federal government or public-private venture off-base military housing.

C. Admission & Enrollment.

For incoming military-connected students, the District will:

1. Enroll and appropriately place students based on unofficial records, pending validation by official records. *RSA 110-D:5, I*.

DATE:

Adopted:
Reviewed:
Revised:
Cancellation:

Hampton School District Policy	Section: <u>J</u> Code: JFAM Title: Education of Military Children & Military Connected Students Category: Recommended Page: 2 of 4
--------------------------------	--

EDUCATION OF MILITARY CHILDREN & MILITARY CONNECTED STUDENTS

2. Request the student’s official education records from the student’s previous school. Sending schools shall send records within 10 days. *RSA 110-D:5, II.*
3. Enroll students in the grade level commensurate with their grade level from their previous school at the time of transition, regardless of age. *RSA 110-D:5, IV. See also paragraphs D.1-2, below.*
4. Obtain required immunization records within 30 days from the date of enrollment. *RSA 110-D:5, III.*
5. Facilitate the opportunity for inclusion in cocurricular activities, regardless of application deadlines, to the extent the students are otherwise qualified and eligible. *RSA 110-D:7, II.*

For a transitioning military-connected student, who while residing with the custodial parent was a student in a District school, who as part of the transition is placed in the care of a noncustodial parent or other person standing in loco parentis who lives in another district or jurisdiction than that of the custodial parent, the student may continue to attend the same school in this District tuition free. *RSA 110-D:7, I.*

D. Support for military-connected students and families. Upon notification of a student’s military-connected status or upon request of the parent, the district (beginning no later than school year 2023-24) will provide appropriate support services to military-connected students whose parent or guardian is being called to or is serving on active duty. These support services will include, without limitation,

- access to licensed counseling services;
- information regarding existing federal and state military support services;
- any other service, agency, or resource necessary to support or provide assistance to the student.

E. Placement of transferring military-connected students.

When a military-connected student transfers to the District before or during the school year, the District will:

1. Honor student placement in educational courses based on the student’s enrollment in their previous school and/or educational assessments conducted at their previous school. The Principal/Superintendent may direct that the student undergo subsequent evaluations to ensure appropriate placement and continued enrollment of the student in the course(s) and may waive course/program prerequisites or other preconditions. *RSA 110-D:6, I.*

Adopted: Reviewed: Revised: Cancellation:	DATE:
--	--------------

Hampton School District Policy	Section: <u>J</u> Code: JFAM Title: Education of Military Children & Military Connected Students Category: Recommended Page: 3 of 4
---------------------------------------	--

EDUCATION OF MILITARY CHILDREN & MILITARY CONNECTED STUDENTS

2. Honor student placement in educational programs based on current educational assessments conducted at the student’s previous school. Such programs include, but are not limited to, gifted and talented programs, remedial services, English Language Learner (ELL). This does not preclude the school, as directed by the Principal, from performing subsequent evaluations to ensure appropriate placement of the student. RSA 110-D:6, II.

3. Initially provide comparable services to a student with disabilities based on their current Individualized Education Program (IEP) and will make reasonable accommodations and modifications to address the needs of the incoming student with disabilities. This does not preclude the District from performing subsequent evaluations to ensure appropriate placement of the student. RSA 110-D:6, III; 20 U.S.C.A. § 1400; 29 U.S.C.A. § 794; 42 U.S.C.A. §§12131-12165.

F. Absences.

A military-connected student whose parent or legal guardian has been called to duty for, is on leave from, or immediately returned from deployment to a combat zone or a combat support posting, shall be granted additional excused absences at the discretion of the Superintendent to visit with their parent or legal guardian relative to such leave or deployment of the parent or guardian. RSA 110-D:6, V.

The Superintendent or designee may require that the absence be pre-approved and may consider whether the student is in good standing, if the student has a prior record of good attendance.

G. Graduation

In order to facilitate the on-time graduation of children of military families (*RSA 110-D:8*):

1. The Superintendent will waive specific courses required for graduation if similar course work has been satisfactorily completed in another local education agency and will provide reasonable justification for denial. If the Superintendent does not grant the waiver to a student who would qualify to graduate from their previous school, the District will provide an alternate means of acquiring the required coursework so that graduation may occur on time.

2. If a military-connected student transfers at the beginning or during their senior year and is ineligible to graduate from the District but would be eligible in their previous district, and after all alternatives have been considered, the previous and current District will coordinate the receipt of a diploma from the previous district.

Adopted:	DATE:
Reviewed:	
Revised:	
Cancellation:	

Hampton School District Policy	Section: J Code: JFAM Title: Education of Military Children & Military Connected Students Category: Recommended Page: 4 of 4
---------------------------------------	---

EDUCATION OF MILITARY CHILDREN & MILITARY CONNECTED STUDENTS

Legal References:

- RSA 110-D, Interstate Compact on Educational Opportunity for Military Children
- RSA 110-E, Military-Connected Students
- RSA 193:12, III-a Legal Residence Required
- RSA 194-D, XI Open Enrollment Schools

DATE: Adopted: Reviewed: Revised: Cancellation:
--

REVISION

Hampton School District Policy	Section: <u>J</u> Code: JLCB Title: Immunizations of Students Category: Required Page: 1 of 2
---------------------------------------	--

IMMUNIZATIONS OF STUDENTS

A. **Immunizations Required.** Any child being admitted to the District must present written documentation of meeting the then current New Hampshire immunization requirements, unless exempted for medical reasons under RSA 141-C:20-c, or for religious reasons as provided in paragraph D of this policy. All immunizations must meet minimum age and interval requirements for each vaccine. A 4-day grace period is allowed; however, live attenuated vaccines (e.g., MMR, Varicella, nasal influenza vaccine, etc.) that are not administered on the same day must be administered at least 28 days apart.

The District will notify parents/guardians of immunization requirements at the earliest possible date, so that the necessary plans can be made with the healthcare provider or other medical resources to accomplish this standard prior to a child being admitted to school.

B. **Conditional Enrollment.** A child who has not met the immunizations requirements of paragraph A, above, may be "conditionally" enrolled and allowed to attend school when the parent/guardian provides:

1. Documentation of at least one dose for each required vaccine; AND
2. The appointment date for the next dose of required but incomplete vaccine.

The appointment date referred to in B.2, above, shall serve as the exclusion date if the child does not keep the scheduled appointment. Conditional enrollment shall not be extended to the next school year for the same dose of vaccine.

C. **Homeless Students and Unaccompanied Youth.** Pursuant to the McKinney-Vento Act and Board Policy JFABD, homeless students and/or unaccompanied youth, may enroll and attend school while the Homeless Liaison works with the family/student to obtain examinations or documentation of the same.

D. **Military Children and Military Connected Students.** Pursuant to the Interstate Compact on Educational Opportunity for Military Children (RSA 110-D:5, III) and Board Policy JFAM, immunization(s) (or for a series of immunizations, the initial vaccination(s)) shall be obtained within 30 days from the date of the military child/military connected student's enrollment, or within a time frame determined under the rules of the Interstate Commission.

Adopted: Reviewed: Revised: Cancellation:	DATE: February 13, 2018 January 9, 2012, Jan 9, 2018 Dec. 14, 2017, March 2023
--	--

Hampton School District Policy	Section: <u>J</u> Code: JLCB Title: Immunizations of Students Category: Required Page: 2 of 2
---------------------------------------	--

IMMUNIZATIONS OF STUDENTS

E. Health and Religious Exemptions.

1. Medical Exemption. A student shall be exempted from the above immunization requirements if he/she presents written documentation in accordance with RSA 141-C:20-c, I from his/her physician that immunization will be detrimental to his/her health. An exemption under this paragraph shall apply only to the specific immunization referenced in the physician's written statement, and will continue for the greater of one year or the length of time stated in the physician's statement.

2. Religious Exemption. In accordance with RSA 141-C:20-c, II, a child will be excused from immunization for religious reasons, upon receipt of a statement, signed by the child's parent/guardian, stating that the child has not been immunized because of religious beliefs.

In the event of an outbreak, students who have been exempted from immunization requirements will be excluded from school for a period of time, to be established after consultation with the NH Dept. of Health & Human Services (NHDHHS), if such students are considered to be at risk for the disease or virus that they have not been immunized against.

- F. Records. The school nurse, principal or designee trained in state immunization requirements is responsible for documenting that all students have been immunized prior to school entrance in accordance with RSA 141-C:20-a, or that one of the circumstances described in paragraphs B-D, above apply.

The Superintendent shall assure that the District maintains immunization records in accordance with NHDHHS regulations.

Legal References:

- RSA 110-D:5, III, Educational Records and Enrollment
- RSA 141-C:20-a, Immunization
- RSA 141-C:20-c, Exemptions
- RSA 141-C:20-d, Exclusion During Outbreak of Disease
- RSA 200:38, Control and Prevention of Communicable Diseases: Duties of School Nurse
- N.H. Dept. of Ed., Admin. Rule Ed 311.01, Immunization Program
- N.H. Dept. of Health & Human Services, Admin. Rule He-P 301, Communicable Diseases
- 42 U.S.C. § 11432(g)(3)(C)(iii) - McKinney-Vento Act

Adopted:	DATE: February 13, 2018
Reviewed:	January 9, 2012, Jan 9, 2018
Revised:	Dec 14, 2017, March 2023
Cancellation:	

Hampton School District Policy	Section: J Code: JLCB Title: Immunizations of Students Category: Required Page: 1 of 2
---------------------------------------	---

IMMUNIZATIONS OF STUDENTS

Immunizations

- I. All parents or legal guardians shall have their children who are residing in this state immunized against certain diseases. These diseases shall include, but not be limited to, diphtheria, mumps, pertussis, poliomyelitis, rubella, rubeola, and tetanus. The Commissioner of Education shall adopt rules under RSA 541-A relative to other diseases which require immunization.**

- II. No child shall be admitted or enrolled in any school or child care agency, public or private, unless the following is demonstrated:**
 - a. Immunization under paragraph 1;
 - b. Partial immunization relative to the age of the child as specified in rules adopted by the commissioner; or
 - c. Exemption under RSA 141-C:20-c.
 - d. Military Compact
 - e. McKinney Vento

Records

- I. Any person who immunizes a child shall complete a form to be supplied by the commissioner and shall give the completed form to the parent or legal guardian.
- II. Schools and child care agencies shall keep immunization records for all enrolled children. Such records shall be available for inspection during reasonable hours upon request by the commissioner or his designee.

Exemptions

- I. A physician licensed under RSA 329, or a physician exempted under RSA 329:21, III, certifies that immunization against a particular disease may be detrimental to the child's health. The exemption shall exist only for the length of time, in the opinion of the physician, such immunization would be detrimental to the child. An exemption from immunization for one disease shall not affect other required immunizations.

- II. A parent or legal guardian objects to immunization because of religious beliefs. The parent or legal guardian shall sign a notarized form stating that the child has not been immunized because of religious beliefs.

Adopted:	DATE: February 13, 2018
Reviewed:	January 9, 2012, Jan 9, 2018
Revised:	Dec. 14, 2017
Cancellation:	

Hampton School District Policy	Section: <u>J</u> Code: JLCB Title: Immunizations of Students Category: Required Page: 2 of 2
--------------------------------	--

Exclusion During Outbreak of Disease.

During an outbreak of a communicable disease for which immunization is required under RSA 141-C:20-a, children exempted under RSA 141-C:20-c shall not attend the school or child care agency threatened by the communicable disease. The commissioner shall prepare a written order as required under RSA 141-C:12, I.

Legal References:

Title X Public Health – RSA Chapter 141-C, Communicable Disease.

Adopted: Reviewed: Revised: Cancellation:	DATE: February 13, 2018 January 9, 2012, Jan 9, 2018 Dec 14, 2017
--	---

REVISION Hampton School District Policy	Section: <u>J</u> Code: JLCF Title: Wellness Category: P (Priority/Required by Law) Page: 1 of 8
--	---

WELLNESS

The Hampton School Board recognizes the importance of proper nutrition and developmentally appropriate physical activity as ways of promoting healthy lifestyles, minimizing childhood obesity, and preventing other diet-related chronic diseases. The Board also recognizes that health and student success are inter-related. It is, therefore, the goal of the Board that the learning environment positively influences a student's understanding, beliefs, and habits as they relate to good nutrition and physical activity.

This policy outlines the District's approach to ensuring environments and opportunities for all students to practice healthy eating and physical activity behaviors throughout the school day while minimizing commercial distractions. This policy applies to all students, staff and schools in the District.

I. DISTRICT WELLNESS COMMITTEE.

The Superintendent, in consultation with the Food Service Director, will facilitate development of updates to the District Wellness Policy, subject to School Board approval, and will oversee compliance with the policy. In addition, the Superintendent shall designate a Building Wellness Coordinator for each school to help ensure compliance with this policy at the building level.

The Superintendent shall convene a representative "District Wellness Committee" (or "Wellness Committee"), whose functions will include review and recommendations regarding implementation of and updates to this policy, and establishment of specific goals for nutrition promotion, education and physical activity.

The Superintendent or his/her designee shall serve as the Chairperson of the District Wellness Committee, and shall maintain an updated roster of Building Wellness Coordinators and other persons serving on the Committee.

The District Wellness Committee shall meet no less than three times per school year.

The District Wellness Committee should represent each school and the diversity of the community, and to the extent feasible include the Superintendent or her/his designee, the Food Service Director, each Building Wellness Coordinator, parents, students, physical education teachers, health education teachers, school counselors, school administrators, a school board member, outside health professionals, individual school building representatives, and members of the public.

Adopted:	DATE: Dec. 13, 2005, Feb. 8, 2011, Aug. 13, 2013, July 11, 2017, Aug. 13, 2019, July 20, 2021
Reviewed:	October 2010, Dec. 14, 2010, May 2017, June 8, 2021
Revised:	May 2013, May 2019, July 2019, May 2021
Cancellation:	Replaces JHH

Hampton School District Policy	Section: J Code: JLCF Title: Wellness Category: P (Priority/Required by Law) Page: 2 of 8
---------------------------------------	--

WELLNESS

Staff appointments to the Wellness Committee will be made by the Superintendent. The School Board Chair shall appoint the School Board member. Remaining members, other than those who are ex officio, shall be appointed and approved by the Wellness Committee.

As a statutory committee, the Wellness Committee shall comply with the requirements of RSA 91-A regarding meetings.

II. WELLNESS POLICY IMPLEMENTATION, MONITORING, ACCOUNTABILITY AND COMMUNITY ENGAGEMENT.

A. Implementation Plan.

Each Building Wellness Coordinator, with the assistance of the Wellness Committee, will conduct a school level assessment based on the Centers for Disease Control and Prevention’s School Health Index, using tools available through such programs as the Alliance for a Healthier Generation [Healthy Schools Program](#), and to create an action plan and generate an annual progress report. The school-level assessment/report should be completed by September 30th of each school year and provided to the Superintendent.

B. Annual Notification of Policy.

The District will annually inform families and the public of basic information about this policy, including its content, any updates to the policy, and implementation status. The District will make this information available via the district website. This information will include the contact information of the District official(s) chairing the Wellness Committee (i.e., the Superintendent or his/her designee) and any Building Wellness Coordinator(s), in addition to on how the public can get involved with the District Wellness Committee.

C. Triennial Progress Assessments.

Every three years, the Food Service Director will assess:

- The extent to which each of the District’s schools are in compliance with the wellness policy;
- The extent to which the District Wellness Policy compares to model wellness policies; and
- A description of the progress made in attaining the goals of the District’s Wellness Policy.
-

Adopted:	DATE: Dec. 13, 2005, Feb. 8, 2011, Aug. 13, 2013, July 11, 2017, Aug. 13, 2019, July 20, 2021
Reviewed:	October 2010, Dec. 14, 2010, May 2017, June 8, 2021
Revised:	May 2013, May 2019, July 2019, May 2021
Cancellation:	Replaces JHH

WELLNESS

The Wellness Committee will make recommendations to update the District Wellness Policy based on the results of the annual School Health Index and triennial assessments and/or as District priorities change; community needs change; wellness goals are met; new health science, information, and technology emerges; and new Federal or state guidance or standards are issued. The Board will review and act upon such assessments as required or as the Board deems appropriate.

D. Recordkeeping.

The Superintendent will retain records related to this Policy, to include at least the following:

- The District Wellness Policy;
- The most recent assessment on the implementation of the local school wellness policy;
- Documentation on how the District Wellness Policy and Policy assessments are/were made available to the public;
- Documentation confirming annual compliance with the requirement that District Wellness Policy, including updates, and the most recent assessment on the implementation of the Policy have been made available to the public; and
- Documentation of efforts to review and update the District Wellness Policy; including who is/was involved in each update and methods the District uses to make stakeholders aware of opportunities to participate on the District Wellness Committee.

E. Community Involvement, Outreach and Communications.

The District will communicate ways in which representatives of DWC and others can participate in the development, implementation and periodic review and update of the wellness policy through a variety of means appropriate for that district. The District will also inform parents/guardians of the improvements that have been made to school meals and compliance with school meal standards, availability of child nutrition programs and how to apply, and a description of and compliance with Smart Snacks in School nutrition standards.

III. NUTRITION.

A. School Meals.

All schools within the District participate in USDA child nutrition programs, including the National School Lunch Program (NSLP) and the School Breakfast Program (SBP). District schools are committed to offering school meals that:

Adopted:	DATE: Dec. 13, 2005, Feb. 8, 2011, Aug. 13, 2013, July 11, 2017, Aug. 13, 2019, July 20, 2021
Reviewed:	October 2010, Dec. 14, 2010, May 2017, June 8, 2021
Revised:	May 2013, May 2019, July 2019, May 2021
Cancellation:	Replaces JHH

Hampton School District Policy	Section: <u>J</u> Code: JLCF Title: Wellness Category: Recommended Page: 4 of 8
--------------------------------	--

WELLNESS

- Are accessible to all students;
- Are appealing and attractive to children;
- Are served in clean and pleasant settings;
- Promote healthy food and beverage choices; and
- Meet or exceed current nutrition requirements established by local, state, and Federal statutes and regulations. The District offers reimbursable school meals that meet USDA nutrition standards, which may be found at:

<https://www.fns.usda.gov/school-meals/nutrition-standards-school-meals>

B. Staff Qualifications and Professional Development.

All school nutrition program directors, managers and staff will meet or exceed hiring and annual continuing education/training requirements in the USDA professional standards for school nutrition professionals, which may be found at:

<https://www.fns.usda.gov/school-meals/professional-standards>

C. Water.

To promote hydration, free, safe, unflavored drinking water will be available to all students at every school throughout the school day, including mealtimes.

Students shall be permitted to bring water bottles to school that:

1. Are made of material that is not easily breakable;
2. Have lids to prevent spills; and
3. Are filled exclusively with water

School Principals may discipline students for the misuse of water bottles, consistent with Board policy JICD.

D. Competitive Foods and Beverages and Marketing of Same in Schools.

“Competitive foods and beverages” (i.e., foods and beverages sold and served or marketed during the school day, but outside of the school meal programs) must meet the USDA Smart Snacks in School nutrition standards, which may be accessed at:

<https://www.fns.usda.gov/school-meals/smart-snacks-school>

Adopted:	DATE: Dec. 13, 2005, Feb. 8, 2011, Aug. 13, 2013, July 11, 2017, Aug. 13, 2019, July 20, 2021
Reviewed:	October 2010, Dec. 14, 2010, May 2017, June 8, 2021
Revised:	May 2013, May 2019, July 2019, May 2021
Cancellation:	Replaces JHH

Hampton School District Policy	Section: <u>J</u> Code: JLCF Title: Wellness Category: Recommended Page: 5 of 8
---------------------------------------	--

WELLNESS

These standards will apply in all locations and through all services where foods and beverages are sold, which may include, but are not limited to, à la carte options in cafeterias and vending machines.

Except as may be provided elsewhere in this Policy, any foods and beverages marketed or promoted to students on the school campus during the school day will meet or exceed the USDA Smart Snacks in School nutrition standards. Food and beverage marketing is defined as advertising and other promotions in schools, including, but is not limited to:

- Brand names, trademarks, logos or tags, except when placed on a physically present food or beverage product or its container.
- Displays, such as on vending machine exteriors.
- Corporate brand, logo, name or trademark on school equipment, such as marquees, message boards, scoreboards or backboards (*note:* immediate replacement of these items are not required; however, districts will replace or update scoreboards or other durable equipment when existing contracts are up for renewal or to the extent that is financially possible over time so that items are in compliance with the marketing policy.)
- Corporate brand, logo, name or trademark on cups used for beverage dispensing, menu boards, coolers, trash cans and other food service equipment; as well as on posters, book covers, pupil assignment books or school supplies displayed, distributed, offered or sold by the District.
- Advertisements in school publications or school mailings.
- Free product samples, taste tests or coupons of a product, or free samples displaying advertising of a product.

Corporate brand names, logos, and trademarks for companies that market products that comply with the USDA Smart Snacks in School nutrition standards will not be prohibited because they offer some non-compliant food or beverage items in their product line. Likewise, the marketing restrictions do not apply to clothing or other examples of expression which include brand information for non-compliant food or beverage items.

As the District, school athletic department, and parent teacher associations review existing contracts and consider new contracts, equipment and product purchasing (and replacement) decisions should reflect the applicable marketing guidelines established by the District wellness policy.

Adopted:	DATE: Dec. 13, 2005, Feb. 8, 2011, Aug. 13, 2013, July 11, 2017, Aug. 13, 2019, July 20, 2021
Reviewed:	October 2010, Dec. 14, 2010, May 2017, June 8, 2021
Revised:	May 2013, May 2019, July 2019, May 2021
Cancellation:	Replaces JHH

Hampton School District Policy	Section: <u>J</u> Code: JLCF Title: Wellness Category: Recommended Page: 6 of 8
--------------------------------	--

WELLNESS

E. Celebrations and Rewards.

All foods offered during the school day on the school campus will meet or exceed the USDA Smart Snacks in School nutrition standards. Foods and beverages will not be used as a reward or withheld as punishment for any reason. The District’s School Nutrition Services will make available a list of healthy party ideas to parents and teachers, including non-food celebration ideas, and a list of foods and beverages which meet Smart Snack nutrition standards.

F. Food Sale Fundraising.

Foods and beverages that meet or exceed the USDA Smart Snacks in Schools nutrition standards may be sold through fundraisers on the school campus during the school day. Fundraising groups are encouraged to choose non-food fundraisers, and to consider healthy fundraising ideas. Notwithstanding this provision, each school may allow up to nine bake sales or other fundraising food sales of non-compliant foods (i.e., that do not meet Smart Snack standards), which are no more than one day in duration each.

G. Nutrition Promotion.

The District will promote healthy food and beverage choices for all students throughout the school campus, as well as encourage participation in school meal programs. This promotion will include:

- Implementation of at least **3** or more evidence-based healthy food promotion techniques in the school meal programs using methods included in the Smarter Lunchroom Movement, which may be found at:

<https://www.smarterlunchrooms.org/scorecard-tools/smarter-lunchrooms-strategies>

- Ensuring 100% of foods and beverages promoted to students during the school day meet the USDA Smart Snacks in School nutrition standards. Additional promotion techniques that the District and individual schools may use are available through the Smart Flood Planner of the Alliance for a Healthier Generation, available at:

<https://www.healthiergeneration.org/our-work/business-sector-engagement/improving-access-to-address-health-equity/smart-food-planner>

Adopted:	DATE: Dec. 13, 2005, Feb. 8, 2011, Aug. 13, 2013, July 11, 2017, Aug. 13, 2019, July 20, 2021
Reviewed:	October 2010, Dec. 14, 2010, May 2017, June 8, 2021
Revised:	May 2013, May 2019, July 2019, May 2021
Cancellation:	Replaces JHH

WELLNESS

H. Nutrition Education.

The District will teach, model, encourage and support healthy eating by all students.

- Nutrition education shall be included in the health curriculum so that instruction is sequential and standards-based and provides students with the knowledge, attitudes, and skills necessary to lead healthy lives.
- Nutrition education posters will be displayed in [each school cafeteria.
- Consistent nutrition messages shall be disseminated throughout the school.

Schools should provide additional nutrition education that:

- Is designed to provide students with the knowledge and skills necessary to promote and protect their health;
- To the extent practicable is integrated into other classroom instruction through subjects such as math, science, language arts, social sciences and elective subjects;
- May include enjoyable, developmentally-appropriate, culturally-relevant and participatory activities, such as cooking demonstrations or lessons, promotions, taste-testing, farm visits and school gardens;
- Promotes fruits, vegetables, whole-grain products, low-fat and fat-free dairy products and healthy food preparation methods;
- Emphasizes caloric balance between food intake and energy expenditure (promotes physical activity/exercise);
- Links with school meal programs, cafeteria nutrition promotion activities, school gardens, Farm to School programs, other school foods and nutrition-related community services;
- Teaches media literacy with an emphasis on food and beverage marketing; and
- Includes nutrition education training for teachers and other staff.

IV. **PHYSICAL ACTIVITY.**

The District will provide physical education consistent with national and state standards. Physical activity during the school day (including but not limited to recess, classroom physical activity breaks or physical education) **will not be withheld** as punishment for any reason.

Adopted:	DATE: Dec. 13, 2005, Feb. 8, 2011, Aug. 13, 2013, July 11, 2017, Aug. 13, 2019, July 20, 2021
Reviewed:	October 2010, Dec. 14, 2010, May 2017, June 8, 2021
Revised:	May 2013, May 2019, July 2019, May 2021
Cancellation:	Replaces JHH

Hampton School District Policy	Section: <u>J</u> Code: JLCF Title: Wellness Category: Recommended Page: 8 of 8
---------------------------------------	--

WELLNESS

A. Before and After School Activities.

The District offers opportunities for students to participate in physical activity after school through interscholastic and intramural sports and clubs.

B. Walking and Biking to School.

The District will support walking or biking to school by students or faculty only if determined safe by the building principal.

V. OTHER ACTIVITIES TO PROMOTE STUDENT WELLNESS.

The District will endeavor to integrate wellness activities across the entire school setting, not just in the cafeteria or physical education and athletic facilities. In furtherance of this objective, each school in the District will [identify at least one activity or list of options with a requirement to engage in one or more] each school year.

VI. PROFESSIONAL LEARNING.

When feasible, the District will offer annual professional learning opportunities and resources for staff to increase knowledge and skills about promoting healthy behaviors in the classroom and school (e.g., increasing the use of kinesthetic teaching approaches or incorporating nutrition lessons into math class).

Legal References:

- 42 U.S.C. 1751, Richard B. Russell National School Lunch Act*
- 42 U.S.C. 1771, Child Nutrition Act of 1966*
- Section 204 of Public Law 108-265, Child Nutrition and WIC Reauthorization Act of 2004*
- The Healthy Hunger-Free Kids Act of 2010*
- 7 C.F.R 210, National School Lunch Program*
- 7 C.F.R 220, School Breakfast Program*
- RSA 189:11-a, Food and Nutrition Programs*
- N.H. Dept. of Education Administrative Rule – Ed 306.04 (a)(20), Wellness*
- N.H. Dept. of Education Administrative Rule – Ed 306.11 (g), Food and Nutrition Services*
- N.H. Dept. of Education Administrative Rule – Ed 306.38 (b)(1)b, Family and Consumer Science Education Program (middle schools)*
- N.H. Dept of Education Administrative Rule – Ed 306.40, Health Education Program*

Adopted:	DATE: Dec. 13, 2005, Feb. 8, 2011, Aug. 13, 2013, July 11, 2017, Aug. 13, 2019, July 20, 2021
Reviewed:	October 2010, Dec. 14, 2010, May 2017, June 8, 2021
Revised:	May 2013, May 2019, July 2019, May 2021
Cancellation:	Replaces JHH

REVISION

Hampton School District Policy	Section: J Code: JLDBB Title: Suicide Prevention and Response Category: Priority/Required by Law Page: 1 of 4
---------------------------------------	--

SUICIDE PREVENTION AND RESPONSE

The School Board is committed to protecting the health, safety and welfare of its students and school community. This policy supports federal, state and local efforts to provide education on youth suicide awareness and prevention; to establish methods of prevention, intervention, and response to suicide or suicide attempt ("postvention"); and to promote access to suicide awareness, prevention and postvention resources.

A. District Suicide Prevention Plan and Biennial Review. The District shall maintain a coordinated written District Suicide Prevention Plan (the "Plan") to include guidelines, protocols and procedures with the objectives of prevention, risk assessment, intervention and response to youth suicides and suicide attempts.

1. Specific Requirements for Plan Terms: The District Suicide Prevention Plan shall include terms relating to:
 - a. Suicide prevention (risk factors, warning signs, protective factors, referrals);
 - b. Response to in-or-out-of-school student suicides or suicide attempts (postvention, suicide contagion);
 - c. Student education regarding safe and healthy choices, coping strategies, recognition of risk factors and warning signs of mental disorders and suicide; and help seeking strategies;
 - d. Training of staff, designated volunteers, and contracted personnel on the issues of youth suicide risk factors, warning signs, protective factors, response procedures, referrals, post-intervention and resources available within the school and community;
 - e. Confidentiality considerations;
 - f. Designation of any personnel, in addition to the Suicide Prevention Team, School Psychologist, and School Counselor, to act as points of contact when students are believed to be at an elevated risk of suicide;
 - g. Information regarding state and community resources for referral, crisis intervention, and other related information;
 - h. Dissemination of the Plan or information about the Plan to students, parents, faculty, staff, and school volunteers;
 - i. Promotion of cooperative efforts between the District and its schools and community suicide prevention program personnel;

Adopted: Reviewed: Revised: Cancellation:	DATE: Aug 11, 2020 June 9, 2020
--	--

Hampton School District Policy	Section: <u>J</u> Code: JLDBB Title: Suicide Prevention and Response Category: Priority/Required by Law Page: 2 of 4
---------------------------------------	---

SUICIDE PREVENTION AND RESPONSE

- j. Such include such other provisions deemed appropriate to meet the objectives of this Policy (e.g., student handbook language, reporting processes, "postvention" strategies, memorial parameters, etc.).
- 2. Biennial Review: No less than once every two years, the Superintendent, in consultation with the Suicide Prevention Team, School Psychologist, and School Counselor with input and evidence from community health or suicide prevention organizations, and District health and guidance personnel, shall update the District Suicide Prevention Plan, and present the same to the Board for review. Such Plan updates shall be submitted to the Board in time for appropriate budget consideration.

B. Suicide Prevention Coordinator and Liaisons.

- 1. The Suicide Prevention Team, School Psychologist and School Counselor, who, under the direction of the Superintendent shall be responsible for:
 - a. developing and maintaining cooperative relationships with and coordination efforts between the District and community suicide prevention programs and personnel;
 - b. annual updating of (i) State and community crisis or intervention referral intervention information, and (ii) names and contact information of Building Suicide Prevention Liaisons, for inclusion in student handbooks and on the District's website;
 - c. developing - or assisting individual teachers with the development - of age appropriate student educational programing, such that all students receive information in the importance of safe and healthy choices and coping strategies, recognizing risk factors and warning signs of mental disorders and suicide in oneself and others, and providing help-seeking strategies for oneself or others, including how to engage school resources and refer friends for help;
 - d. developing or assisting in the development of the annual staff training required under section C of this policy;
 - e. Such other duties as referenced in this Policy or as assigned by the Superintendent.
- 2. Building Suicide Prevention Liaison. The School Psychologist and School Counselor, or, in his/her absence, the building administrator, shall be designated as the Building Suicide Prevention Liaison, and shall serve as the in-building point-of-contact person when

Adopted:	DATE: Aug 11, 2020
Reviewed:	June 9, 2020
Revised:	March 2023
Cancellation:	

Hampton School District Policy	Section: <u>J</u> Code: JLDBB Title: Suicide Prevention and Response Category: Priority/Required by Law Page: 3 of 4
--------------------------------	---

SUICIDE PREVENTION AND RESPONSE

a student is believed to be at an elevated risk for suicide. Employees who have reason to believe a student is at risk of suicide, or is exhibiting risk factors for suicide, shall report that information to the Building Liaison, who shall, immediately or as soon as possible, establish and implement a response plan with the District Suicide Prevention Coordinator.

- C. Annual Staff Training.** The Superintendent shall assure that beginning with the 2020-21 school year, all school building faculty and staff, designated volunteers, and any other personnel who have regular contact with students, including contracted personnel or third-party employees, receive at least two hours of training in suicide awareness and prevention. Such training may include such matters as youth suicide risk factors, warning signs, protective factors, intervention, response procedures, referrals, and postvention and local resources.

- D. Dissemination.** Student handbooks and the District's website will be updated each year with the contact information for the Building Suicide Prevention Liaisons, State and community crisis or intervention referral intervention resources. The District Suicide Prevention Plan will be made available on the District's, and each school's respective websites.

- E. Dissemination.** Student handbooks and the District's website will be updated each year with the contact information for the Building Suicide Prevention Liaisons, State and community crisis or intervention referral intervention resources. The District Suicide Prevention Plan will be made available on the District's, and each school's respective websites.

- F. Student Identification Cards.** The National Suicide Prevention Lifeline shall be labeled on student identification cards and include the telephone number; National Suicide Prevention Lifeline 988. Prior to the start of each school year, the Superintendent shall certify that the contact information for the National Suicide Prevention Lifeline is accurate and up to date.

Legal References:

- RSA 193-J: Suicide Prevention Education
- RSA 193-J:2-a: Suicide Prevention; Public School Identification Cards

Adopted:	Aug 11, 2020
Reviewed:	June 9, 2020
Revised:	March 2023
Cancellation:	

Hampton School District Policy	Section: J Code: JLDBB Title: Suicide Prevention and Response Category: Priority/Required by Law Page: 4 of 4
--------------------------------	--

SUICIDE PREVENTION AND RESPONSE

Other Resources:

The New Hampshire Department of Education's Bureau of Student Wellness, Office of Social and Emotional Wellness (OSEW), provides resources and technical assistance to school districts to work collaboratively with their community to respond to the needs of students through a multi-tiered system of support for behavioral health and wellness. For further information see: www.nhstudentwellness.org

American Foundation for Suicide Prevention (AFSP) - <https://www.afsp.org>

Suicide Prevention Resource Center - <http://www.sprc.org>

The National Suicide Prevention Lifeline - <https://www.suicidepreventionlifeline.org>

The Trevor Project - <https://www.thetrevorproject.org>

Adopted: Reviewed: Revised: Cancellation:	DATE: Aug 11, 2020 June 9, 2020 March 2023
--	--

CURRENT

Hampton School District Policy	Section: J Code: JLDBB Title: Suicide Prevention Education Category: Recommended Page: 1 of 2
---------------------------------------	--

SUICIDE PREVENTION EDUCATION

I. Each school district and chartered public school shall develop a policy that guides the development and implementation of a coordinated plan to prevent, assess the risk of, intervene in, and respond to suicide. The policy shall include, but shall not be limited to, the following provisions:

- (a) Training school faculty and staff, including contracted personnel and designated school volunteers, in youth suicide risk factors, warning signs, protective factors, response procedures, referrals, post-intervention, and resources available within the school and community consistent with the provisions of paragraph II.
- (b) Educating students in the importance of safe and healthy choices and coping strategies, recognizing risk factors and warning signs of mental disorders and suicide in oneself and others, and providing help-seeking strategies for oneself or others, including how to engage school resources and refer friends for help.
- (c) Identifying within the school the person or persons who serve as the point of contact when a student is believed to be at an elevated risk for suicide.
- (d) Making referral, crisis intervention, and other related information, both within the school and the community, available for students, parents, faculty, staff, and school volunteers.
- (e) Promoting cooperative efforts between school districts, chartered public schools, and community suicide prevention program personnel.

II. Each school district and chartered public school shall, within 9 months of the effective date of this chapter, require all school faculty and staff, including contracted personnel, to receive at least 2 hours of training in suicide awareness and prevention annually. Such training may include, but not be limited to, youth suicide risk factors, warning signs, protective factors, response procedures, referrals, post-intervention, and resources available within the school and community. The training may be accomplished within the framework of existing in-service training programs or offered as part of ongoing professional development activities. School districts and chartered public schools shall allow the use of self-training materials in fulfilling the annual training requirements of this paragraph and each school district and chartered public school may determine how to both administer the annual training requirements and ensure that such training

Adopted: Reviewed: Revised: Cancellation:	DATE: Aug 11, 2020 June 9, 2020
--	--

Hampton School District Policy	Section: <u>J</u> Code: JLDBB Title: Suicide Prevention Education Category: Recommended Page: 2 of 2
--------------------------------	---

SUICIDE PREVENTION EDUCATION

requirements are met. This paragraph may apply to all or some school volunteers in accordance with school district policy.

III. School suicide prevention policies required under paragraph I and the training required under paragraph II shall be evidence-informed.

IV. Nothing in this chapter shall require the inclusion of any specific curriculum, textbook, or other material designed to address the topic of suicide in any program or activity conducted by a school district or chartered public school.

Source. 2019, 315:1, eff. July 1, 2020. RSA 193-J:2

Adopted: Reviewed: Revised: Cancellation:	DATE: Aug 11, 2020 June 9, 2020
--	--

Hampton School District Policy	Section: <u>K</u> Code: KDA Title: Public Information Program Category: Recommended Page: 1 of 1
---------------------------------------	---

PUBLIC INFORMATION PROGRAM

The Board will do its best to keep the people informed of the affairs of the District. To achieve its goals for good school-community relations and maintenance of open, two-way channels of communication with the public, the Board authorizes the Superintendent to:

1. Prepare or guide the preparation of informational materials including the annual report, newsletters, articles for periodicals, newspapers and/or radio releases, special pamphlets and other assigned material and to maintain close liaison with news media and publicity organizations.
2. Provide staff members with resources for preparation of material for community and staff distribution to include but not be limited to the district website, handbooks, information leaflets, etc.
3. Organize or assist in development of speakers' bureaus and speaking engagements with civic, PTA, church and other groups.
4. Assist in coordinating work with civic and other groups which support the school system.

The Board expects that "affairs of the District" will include, but not be limited to, school performance, student progress, personalized learning strategies and academic opportunities.

Legal References:

NH Code of Administrative Rules, Sec. Ed. 306.04(a)(11), Policy Development
NH Code of Administrative Rules, Sec. Ed. 306.04(k), Policy Development

Adopted: Reviewed: Revised: Cancellation:	DATE: October 20, 2010 Sept. 1, 2010 Fall 2022
--	---

Hampton School District Policy	Section: <u>B</u> Code: BCA Title: Board Member Ethics Category: Recommended Page: 1 of 2
---------------------------------------	--

BOARD MEMBER ETHICS

In order to fulfill its duty under state law to provide education to pupils within the District, the Board adopts the following expectations for each of its members.

AS A MEMBER OF THE SCHOOL BOARD, AND IN ACCORDANCE WITH MY OATH OF OFFICE, I WILL STRIVE TO IMPROVE PUBLIC EDUCATION BY STRIVING TO ADHERE TO THE FOLLOWING EXPECTATIONS:

1. Attend all regularly scheduled Board meetings, insofar as possible, and become informed concerning issues to be considered at those meetings.
2. Understand that the Board, as governing body, does not manage the District, but rather sets the broad goals and standards for the District by way of policies adopted by a quorum of the Board at proper meetings under the Right-to-Know law.
3. Be informed about current educational issues by individual study and through information, such as those sponsored by my state and national school board associations.
4. Make decisions and take votes based upon the available facts, the full deliberation of the Board, and my independent judgment, and refuse to surrender or subordinate that judgement to any individual or special interest group.
5. Work respectfully with other Board members by encouraging the free expression of differing opinions and ideas.
6. Seek opportunities for the Board to establish systematic communication channels with students, staff, and members of the community.
7. Recognize that as a general principle the District and its students benefit when Board decisions, which have been made following consideration of all sides and vote of a quorum, receive the subsequent support of the whole Board, whenever practicable.
8. Respect the confidentiality of information that is privileged under applicable law or is received in confidence or non-public session.
9. Recognize that individual Board members are without authority to act relative to School District business, and that I may not individually commit the Board to any action except as specifically designated to do so by Board action.
10. Understand the chain of command and refer problems or complaints to the proper administrative office per applicable School Board policies.

Adopted:	DATE: December 2, 1985, Sept. 14, 2010, April 12, 2022
Reviewed:	August 2010, Sept. 2012, Sept. 2015, March 15, 2022
Revised:	August 16, 2004, January 2022, Feb. 2022
Cancellation:	

Hampton School District Policy	Section: <u>B</u> Code: BCA Title: Board Member Ethics Category: Recommended Page: 2 of 2
--------------------------------	--

BOARD MEMBER ETHICS

11. Work with the other Board members to establish effective Board policies, and foster a relationship with the District administration toward the effective implementation of those policies and management of the District operations, personnel and facilities.

12. Communicate to the Superintendent and to the Board (only as consistent with the Right-to-Know law) expressions of public reaction to Board programs, policies and other Board actions.

13. Present personal criticisms concerning District operations, staff, etc. to the Superintendent, not to District staff, the public, or unnecessarily at a Board meeting.

14. Establish policies and protocols for systematic communications with students, staff, and members of the community. Support the employment of those persons best qualified to serve as school staff, and insist on a regular and impartial evaluation of all staff.

See also: Appendix BCA-R

Legal References:

189:1-a "Duty to Provide Education"; and RSA 189:1 "Days of School"

Adopted: Reviewed: Revised: Cancellation:	DATE: December 2, 1985, Sept. 14, 2010, April 12, 2022 August 2010, Sept. 2012, Sept. 2015, March 15, 2022 August 16, 2004, January 2022, Feb. 2022
--	---

Hampton School District Policy	Section: <u>B</u> Code: BCA-R Title: School Board Member Ethics Acknowledgement Category: Recommended Page: 1 of 1
--------------------------------	---

**SCHOOL BOARD MEMBER ETHICS
ACKNOWLEDGMENT OF SCHOOL BOARD ETHICS POLICY**

I, _____, have read the Hampton School District School Board Policy BCA – School Board Ethics.

I shall, to the best of my ability, adhere to all ethical statements and considerations contained within that policy.

Signature of School Board member	Date
----------------------------------	------

Signature of School Board Chair	Date
---------------------------------	------

Witness: _____
Superintendent

Adopted: Reviewed: Revised: Cancellation:	DATE: April 12, 2022 March 15, 2022 January 2022
--	--

Hampton School District Policy	Section: <u>G</u> Code: GBEA Title: Staff Ethics Category: R (Recommended) Page: 1 of 2
---------------------------------------	--

STAFF ETHICS

All employees of the District are expected to maintain high standards in their conduct. District employees are responsible for providing leadership in the school and community. This responsibility requires the employee to maintain standards of exemplary conduct. To these ends, the Board adopts the following statements of standards. District employees will:

- Make the wellbeing of students the fundamental value of all decision-making and actions.
- Maintain just, courteous, and proper relationships with students, parents, staff members, and others.
- Fulfill their job responsibilities with honesty and integrity.
- Direct any criticism of other staff members toward improving the District. Such constructive criticism is to be made directly to the building administrator.
- Obey all local, state, and national laws.
- Implement the School Board’s policies, administrative rules and regulations.
- Avoid using position for personal gain through political, social, religious, economic, or other influence.
- Maintain the standards and seek to improve the effectiveness of the profession through research and continuing professional development.
- Honor all contracts until fulfillment or release.
- Maintain all privacy and confidentiality standards as required by law.
- Exhibit professional conduct.

Employees are put on notice that this list is not intended to be exhaustive or complete. Employees who fail to abide by the terms of this policy may be non-renewed and/or face discipline up to and including termination. Any action taken regarding an employee’s employment with the District will be consistent with all rules, laws, and collective bargaining agreements, if applicable.

Adopted:	DATE: April 4, 2005, November 9, 2010, Jan. 9, 2012
Reviewed:	September 11, 2010, Jan. 3, 2012
Revised:	November 8, 2005
Cancellation:	Replaces GBEA, GBEB, GBEB-R

STAFF ETHICS
(continued)

EMPLOYEE CONFLICT OF INTEREST

Employees will not engage in, or have a financial interest in, any activity that raises a reasonable question of conflict of interest with their duties and responsibilities as employees. This includes, but is not limited to:

1. Employees will not participate for financial remuneration in outside activities wherein their position on the staff is used to sell goods or services to pupils or their parents.
2. Employees who have patented or copyrighted any device, publication, or other item will not receive royalties for use of such item in the District.
3. Employees will not engage in any type of work where the source of information concerning customer, client, or employer originates from information obtained through the District.
4. School employees will not solicit or sell for personal gain any educational materials or equipment in the attendance areas served by the School to which they are assigned. Nor will any employees make available lists of names of students or parents to anyone for sales purposes.

To avoid nepotism in the supervision of personnel, the Board directs that no employee be assigned in any position where the employee would be responsible to a relative.

DATE:
Adopted: April 4, 2005, November 9, 2010, Jan. 9, 2012
Reviewed: September 11, 2010, Jan. 3, 2012
Revised: November 8, 2005
Cancellation: Replaces GBEA, GBEB, GBEB-R

Hampton School District Policy	Section: <u>G</u> Code: GBEBD Title: Employee Use of Social Networking Websites Category: O (Optional) Page: 1 of 1
---------------------------------------	--

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, My Space, Facebook, Twitter, etc.

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, regardless if School District devices or personal devices (i.e. cell phones, Blackberries, etc.) are used.

Adopted: Reviewed: Revised: Cancellation:	DATE: November 9, 2010 Sept. 2010
--	--