

**White Mountains SAU35
Bethlehem, Lafayette, Landaff, Lisbon, and Profile
School Board Policy**

GBEA

Bethlehem	First Reading: 02/10/2026	Adopted: 03/17/2026	Revised:
Lafayette	First Reading: 02/12/2026	Adopted: 03/12/2026	Revised:
Landaff	First Reading:	Adopted:	Revised:
Lisbon	First Reading: 03/18/2026	Adopted: 04/08/2026	Revised:
Profile	First Reading: 02/19/2026	Adopted: 03/19/2026	Revised:
SAU 35	First Reading: 02/03/2026	Adopted: 03/03/2026	Revised:

Staff Ethics

All employees of the District are expected to maintain high standards in their conduct both on and off duty. 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 adhere to the standards enunciated in this Policy in the decision-making process involving their interactions with students, the school community, colleagues, parents and the public.

A. Adoption and Incorporation of Standards of Code of Ethics for New Hampshire Educators.

The Board incorporates by reference and adopts as independent ethical standards relative to employment in the District, the provisions of the New Hampshire Code of Ethics for New Hampshire Educators (the "NH Code of Ethics"), as the same may be amended by the State from time to time.

B. Additional Ethical Standards.

In addition to the ethical standards set forth in the New Hampshire Code of Ethics, and without limiting the application thereof to District employment, employees will:

- Make the wellbeing of students the fundamental value of all decision-making and actions.
- Staff members shall maintain a reasonable standard of care for the supervision, control and protection of students commensurate with their assigned duties and responsibilities.
- 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.
- Obey and implement the School Board's policies, administrative rules and regulations.
- Avoid using position for personal gain through political, social, religious, economic, or other influence.

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- 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 both on and off duty.

C. Dissemination.

The content of this policy should be included in every employee/staff member handbook, and/or otherwise provided annually to each employee, designated volunteer, and contracted party.

Legal Statutes:

NH Dept of Ed Regulation
N.H. Code Admin. Rules Ed 303.01
N.H. Code Admin. Rules Ed
510.01- 510.05
N.H. Dept of Ed., Code of Ethics
for NH Educators

Revision History:

Cross References:

GBEAB
GBEB
GBEBB

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Policy History prior to joint policy updates in October 2025.

Bethlehem

Adopted: September 21, 2015

Lafayette

Adopted: November 2019

Landaff

Adopted: December 23, 2019

Lisbon

November 13, 2019

Profile

September 17, 2015