

Inter-Lakes School District

2020 – 2021 Employee Handbook



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GENERAL INFORMATION

WELCOME

This handbook is designed to acquaint you with the Inter-Lakes School District and provide you with information about policies and procedures affecting your employment.

The information contained in this handbook applies to all employees of the Inter-Lakes School District, unless otherwise stated. This handbook is not a contract, express or implied, nor does it guarantee employment for any specific length of time or entitlement to any benefits. The handbook is a summary of some of our policies and procedures, which are presented here only as a matter of information. Policies included in this handbook are guidelines and subject to change. All district policies can be found on our website at <https://www.interlakes.org/Content2/policies>. This handbook may be amended at the discretion of the Inter-Lakes School District. If any part of this handbook is amended, the School District will apprise employees in a timely fashion.

You are responsible for reading, understanding and complying with the provisions of this handbook.

VISION STATEMENT

The Inter-Lakes School District, in partnership with its communities, will provide outstanding educational opportunities and resources for all students to achieve academic excellence in order to reach their highest potential and to succeed as responsible, contributing citizens in a global society.

MISSION STATEMENT

Is to inspire and sustain learning and achievement by providing:

- ❖ Quality teaching practices
- ❖ Student-centered learning
- ❖ A safe environment
- ❖ Community connections
- ❖ Access to resources

CORE VALUES

We believe that...

Personalizing each student's education, while focusing on effective communication and critical and creative thinking, inspires learning and maximizes success.

The purpose of education is to produce responsible citizens through developing self-aware and self-reliant learners by extending beyond core academics to include the arts, cultural awareness, and physical, social, and emotional well-being.

People learn best when their intellectual, social, and physical needs are met, where students feel supported in a structured and collaborative environment.

Active commitment of family, community and schools is essential for a quality learning experience.

Quality learning requires the attraction and retention of exceptional teachers and staff members who are continually supported by relevant professional development and provided with necessary resources.

ADMINISTRATIVE OFFICES

School Administrative Unit 2
103 Main Street, Suite 2
Meredith, NH 03253
Phone: (603) 279-7947 * Fax: (603) 279-3044

Hours of Operation
7:30 a.m. – 4:30 p.m.

OUR SCHOOLS

Inter-Lakes Elementary School
21 Laker Lane
Meredith, NH 03253
Phone: (603) 279-7968

Inter-Lakes Middle/High School
1 Laker Lane
Meredith, NH 03253
Phone: (603) 279-6162

Sandwich Central School
28 Squam Lake Road
Center Sandwich, NH 03227
Phone: (603) 284-7712

NEW HAMPSHIRE DEPARTMENT OF EDUCATION - CODE OF ETHICS AND CODE OF CONDUCT

The Code of Ethics and Code of Conduct make explicit the values and standards that New Hampshire's educators have exemplified over the years. The Code of Ethics and the Code of Conduct are both divided into the same four basic principles: *Responsibility to the Education Profession and Colleagues*; *Responsibility to Students*; *Responsibility to the School Community*; and the *Responsible and Ethical Use of Technology*. Together these two documents seek to provide guidance to the educational field while also supporting and elevating teaching as a profession. While the Code of Ethics and Code of Conduct should be read in conjunction with one another, it is important for the field to understand the vital differences between these two documents.

The Code of Ethics is intended for all school personnel, regardless of whether the individual is a credential holder. The Code of Ethics is a set of guiding principles that articulate the responsibilities which are common to all members of the education profession. It is designed to provide guidance to educators in the daily decision making process involving their interactions with students, the school community, colleagues, parents, and the public.

The Code of Conduct is intended for credential holders and establishes boundaries of permissible and impermissible conduct for educators, whether inside or outside the classroom. The purpose of the Code of Conduct is threefold: 1) to help educators navigate through the ethical issues that inevitably arise in the course of a teaching career; 2) to establish clear standards for the education community and for the public to understand the expectations of the teaching profession; and 3) specifies the unprofessional conduct which would warrant disciplinary action to be taken against a credential holder.

It is the responsibility of the employee to become familiar with these documents. The documents can be located on the Human Resources tab of the district website or by clicking the links below.

Code of Ethics

https://www.education.nh.gov/sites/g/files/ehbemt326/files/inline-documents/code_ethics.pdf

Code of Conduct

https://www.education.nh.gov/sites/g/files/ehbemt326/files/inline-documents/code_conduct.pdf

Policies

AMERICANS WITH DISABILITIES ACT (ADA)

To ensure equal employment opportunities to qualified individuals with a disability, Inter-Lakes School District will make reasonable accommodations for the known disability of an otherwise qualified individual, unless undue hardship on the operation of the school would result. Employees who may require a reasonable accommodation should contact the Human Resources Department.

CORPORAL PUNISHMENT (POLICY #5144.2)

No teacher, administrator, student, or other person will subject a student to corporal punishment or condone the use of corporal punishment by any person under his or her supervision or control, except in self-defense or in exigent circumstances. Permission to administer corporal punishment will not be sought or accepted from any parent, guardian, or school official.

Provisions for the use of restraint and seclusion shall be administered in accordance with Policy #5144, Use of Physical Restraint.

DRUG AND ALCOHOL-FREE WORKPLACE (POLICY #4153)

In accordance with the Drug-Free Workplace Act of 1988, it is the intent of the Inter-Lakes School District to provide employees with a working environment that is free of the problems associated with the use and abuse of illegal drugs as outlined in Policy #4153. The use of illegal drugs is inconsistent with the behavior expected of employees and it subjects the District to unacceptable risks of workplace accidents or other failures that would limit the District's ability to carry out its responsibility of effectively educating its students.

ETHICS (POLICY #4154)

Employees within the Inter-Lakes School District strive to sustain the highest degree of ethical conduct as they work to provide educational opportunities for all learners. Therefore, all Inter-Lakes School District employees shall adhere to the following code of ethics when interacting with students and meeting professional responsibilities:

1. Make student learning and well-being the foundation of all decisions and actions by:
 - a. Treating all students fairly and equitably with dignity and respect;
 - b. Acting on the beliefs that all students can learn and that students learn in different ways;
 - c. Respecting student privacy and confidentiality while, at the same time, complying with all laws related to student safety and well-being;
 - d. Establishing only those relationships that promote the academic, social and emotional growth of students.
2. Maintain professional standards that enhance the image of the profession and the integrity of all district employees by:
 - a. Demonstrating the highest standards of integrity, truthfulness, honesty and fortitude in meeting all professional responsibilities;
 - b. Avoiding any possibility of conflict of interest in performance and responsibilities;
 - c. Recognizing and honoring the boundaries between personal and professional beliefs and responsibilities;
 - d. Carry out all terms of employment conscientiously as a responsible professional;
 - e. Modeling values and attitudes that inspire all to higher levels of achievement.
3. Implement the Inter-Lakes School Board's policies and administrative rules and practices.
4. Adhere to the NH Department of Education Code of Ethics and Code of Conduct for NH Educators. The NHDOE Code of Ethics and Code of Conduct for NH Educators can be found at <https://www.education.nh.gov/news/educator-codes-conduct-ethics-approved> or by calling NHDOE at 271-3494.

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.

FAMILY AND MEDICAL LEAVE ACT (POLICY #4113)

Consistent with the federal Family and Medical Leave Act of 1993, the Inter-Lakes School District recognizes that eligible employees have access to unpaid family and medical leave for up to twelve (12) weeks during a single twelve (12) month period. The intent of this policy is to provide information regarding the Act and its implementation relative to District employees.

To be eligible for family or medical leave, an employee must have been employed for at least one year, have worked at least 1,250 hours during the prior twelve months, and must be employed at a worksite where 50 or more employees are employed by the employer within 75 miles of that worksite.

The Act requires that the District allow eligible employees to take up to twelve weeks of unpaid leave during a single 12 month period for any of the following reasons: the birth of the employee's child; the placement of a child with the employee for adoption or foster care; to care for a seriously ill spouse, child, or parent; a serious health condition rendering the employee unable to perform his or her job; a qualifying exigency due to a family member being called to active military duty; or up to 26 weeks of leave to care for a serious injury or illness that was incurred by a spouse, son, daughter, parent, or next of kin on active military duty. The Department of Labor has defined qualifying exigencies as (1) addressing issues related to short-notice deployment (deployment with seven or fewer days' notice); (2) attending military events and related activities; (3) arranging childcare, providing urgent non-routine childcare, and attending school activities; (4) making financial and legal arrangements; (5) attending counseling for the military member or certain family members; (6) rest and recuperation for up to five days during each period of deployment or military leave; (7) post-deployment activities such as ceremonies, briefings and funeral arrangements; and (8) additional activities that an employer and employee agree to treat as qualifying exigencies. The District will require an employee to first exhaust any accrued paid vacation, personal, or medical/sick leave for purposes of leaves covered under this Act with the balance of the leave period being unpaid.

The Act also requires that the district maintain pre-existing health coverage during the duration of the leave and under the conditions coverage would have been provided if the employee had been employed continuously. Accordingly, the District will continue to pay any share of the health plan premium which it paid prior to the leave period. If employees contributed to their health coverage before the leave, then they must continue to do so during the leave. If the leave exceeds 12 weeks, in accordance with the Consolidate Omnibus Budget Reconciliation Act (COBRA), the employee has the option of continuing health coverage at their own expense.

The employee shall notify the District of his/her request for leave, if foreseeable, at least thirty (30) days prior to the date when the leave is to begin. If such leave is not foreseeable, then the employee shall give such notice as is practical. The District may require certification from a health care provider if leave under this Act is requested. When an employee returns following a leave, he/she will be returned to the same or equivalent position of employment. The Superintendent, or his/her designee, may reassign a teacher consistent with the Master Agreement, to a different grade level, building, or other assignment, consistent with the employee's certification.

FIELD TRIPS (POLICY #6153)

Regular Day Trips:

The purpose of any field trip from school is to provide an experience to teach or enrich the subject

matter and to teach material/skills that can best be learned in an authentic community setting. The responsibility to determine if a regular field trip meets with the intent of this policy rests initially with the Building Principal, with final approval from the Superintendent of Schools.

The building shall recommend or not recommend a field trip request based on an analysis of the instructional purpose, how it meets the learning objectives in the district curriculum, the overall cost of the trip (to both the district and/or the individual student), appropriate transportation, and qualified adequate adult supervision.

When analyzing the request, the Principal shall give primary consideration to the value gained by students through an authentic hands-on experience versus a simulated classroom experience. The Principal shall consider the following for approval of the activity:

1. The degree to which the activity/trip strongly connects to curriculum standards and/or learning outcomes;
2. The quality of the activities students will participate in while on the trip;
3. The number of students who benefit from the activity/trip;
4. An alternative quality instructional program for those students who do not participate in the trip;
5. The opportunity for substantive and relevant preliminary and follow-up activities; and, how curricula content will be integrated across the curriculum to ensure students are receiving a complete educational experience;
6. Verification that appropriate measures, relative to missed assignments, as established through Policy #5110, Attendance/Tuancy/Excessive Absenteeism/Missed Class Assignments Due to Absences, are part of the process.

Those field trips which all class members are expected to attend that involve a fee of any kind will be open to every child, whether they can afford the trip or not. Means of financing intended field trips will be explored by the requesting teacher, class advisor or coach, and will be subject to approval by the Principal, prior to any final recommendation of any field trip.

A field trip approval form will be completed for each intended field trip and submitted to the Principal for his/her recommendation to the Superintendent.

There shall be a ratio of one (1) chaperone per ten (10) students, unless otherwise determined by the Principal.

Student eligibility to participate in a trip/activity is contingent upon the student's academic and behavioral standing.

Overnight/International Trips:

When an overnight field trip is being proposed for the first time, or if an established trip is being substantially altered, and if it has the Superintendent's approval, the proposal shall be presented to the School Board as an information item in advance of the scheduled trip.

All international trips which have been recommended by the Principal and approved by the Superintendent shall be presented to the School Board as an informational item well in advance of the scheduled trip. The Principal shall consider the following for approval of the activity:

1. The degree to which the activity/trip strongly connects to curriculum standards and/or learning outcomes;
2. The quality of the activities students will participate in while on the trip;
3. The number of students who benefit from the activity/trip;
4. An alternative quality instructional program for those students who do not participate in the trip;
5. The opportunity for substantive and relevant preliminary and follow-up activities; and, how curricula content will be integrated across the curriculum to ensure students are receiving a complete educational experience;
6. Verification that appropriate measures, relative to missed assignments, as established through Policy #6154, are part of the process.

There shall be at least two (2) chaperones for every overnight trip. Chaperones shall match the gender of students participating.

Field trip approval can be rescinded by the Superintendent and/or School Board as circumstances warrant.

GIFTS TO SCHOOL PERSONNEL (POLICY #1313)

All employees are prohibited from accepting things of material value from companies or organizations that do business with the District. Exceptions to this policy are the acceptance of minor items that are generally distributed by the companies through public relations programs.

Furthermore, school personnel shall not accept gifts from students and their families that are unduly expensive (in excess of \$250). School personnel shall not solicit gifts from students or parents/guardians.

School fund-raising efforts are not considered gifts.

Solicitations

No outside organization may solicit funds from staff members within the schools, nor may anyone distribute flyers or other materials related to fund drives through the schools, without prior approval of the Superintendent or Building Principal. Staff members will not be made responsible, nor will they assume responsibility for the collection of any money or distribution of any fund drive within the schools unless such activity has the Principal or Superintendent's approval. The Board expects such activities to be kept to a minimum.

HAZING (POLICY #5149.2)

No student or employee of the Inter-Lakes School District shall participate in or be members of any secret fraternity or secret organization that is in any way related to the school or to a school activity. No student organization or any person associated with any organization sanctioned by the Inter-Lakes School Board shall engage or participate in hazing. This District does not permit or condone student hazing.

For purposes of this policy, hazing is defined as any act directed toward a student, or any coercion or intimidation of a student to act or to participate in or submit to any act, when:

- 1) Such act is likely or would be perceived by a reasonable person as likely to cause physical or psychological injury to any person; and
- 2) Such act is a condition of initiation into, admission into, continued membership in or association with any organization. Hazing includes but is not limited to an activity which

recklessly or intentionally endangers the mental or physical health or safety of a student for the purpose of initiation or admission into or affiliation with any organization sanctioned or authorized by the Board of Education.

"Endanger the physical health" shall include, but is not limited to, any brutality of a physical nature, such as whipping; beating; branding; forced calisthenics; exposure to the elements; forced consumption of any food, alcoholic beverage, drug or controlled dangerous substance; or any forced physical activity which could adversely affect the physical health or safety of the individual.

"Endanger the mental health" shall include any activity, except those activities authorized by law, which would subject the individual to extreme mental stress, such as prolonged sleep deprivation, forced prolonged exclusion from social contact which could result in extreme embarrassment, or any other forced activity which could adversely affect the mental health or dignity of the individual.

Any hazing activity upon which the initiation or admission into or affiliation with an organization sanctioned or authorized by the Board of Education is conditioned, directly or indirectly, shall be presumed to be a forced activity, even if the student willingly participates in such activity.

This policy is not intended to deprive School District authorities from taking necessary and appropriate disciplinary action toward any student or employee. Students or employees who violate this policy will be subject to disciplinary action which may include expulsion for students and employment termination for employees.

The Superintendent shall take reasonable measures within the scope of the District's authority to prevent student hazing. All hazing reported to the District or which any District staff member has knowledge of shall be promptly reported to law enforcement, as required by RSA 631:7, Student Hazing.

A copy of this policy will be furnished to each student and teacher in the School District, including being printed in the student handbook.

SCHOOL DISTRICT INTERNET ACCESS FOR STAFF (POLICY #4157)

The School Board recognizes that technological resources can enhance staff 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 work. 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 work. Staff are hereby notified that there is no expectation of privacy on district computers, computer files, email, internet usage logs, and other electronic data.

For a complete review of Policy #4157, please visit our District website.

NON-DISCRIMINATION POLICY STATEMENT (POLICY #1161)

It is the policy of the Inter-Lakes School Board that no individual shall, on the basis of race/ethnicity, color, religion, national origin, age, sex, disability, marital status, genetic

information, gender identity, gender expression, transgender identity and non-binary gender identify, sexual orientation, or on any other basis protected by federal, state and local law or ordinance be excluded from participation in, or denied the benefits of, or be subject to, discrimination under any educational program or activity of the School District. It is the policy of the Inter-Lakes School District that there shall be no discrimination in the recruitment, selection, termination, compensation, job assignment, advancement, reduction or transfer, training, fringe benefits, and any other term or condition of employment.

The Inter-Lakes School District is committed to providing learning and work environments in which all individuals are treated with respect and dignity. Each individual has the right to learn and work in an atmosphere which promotes equal opportunities and prohibits discriminatory practices, including harassment. Therefore, the Inter-Lakes School District expects that all relationships among employees and students will be free of bias, prejudice and harassment.

In order to ensure an environment free of discrimination the Inter-Lakes School District will adhere to the guidelines described below. However, this policy is not intended to anticipate every possible situation that may occur, since the needs of an individual and families may differ. The School District will consider the needs of individuals on a case-by-case basis, and will utilize this policy and other available resources as appropriate. Additionally, in order to meet the needs of a student planning to access the environments described below, students and parents should schedule a meeting with the student's Building Principal and/or Guidance Counselor. Non-student individuals who would like to discuss support beyond the list below are welcome, at the individual's discretion, to contact the School District's Human Resource Director and/or Superintendent.

Restrooms: A student or other individual who identifies themselves as transgender under this policy should be permitted to use the restrooms assigned to the gender which the individual consistently asserts at school/work. Any individual who expresses a need for privacy will be provided with reasonable alternative facilities or accommodations such as using a single-occupancy facility. However, no individual shall be required to use a separate single-occupancy facility over the individual's objection.

Student Locker Rooms: The use of locker rooms requires schools to consider a number of factors, including, but not necessarily limited to the safety and comfort of students; the transgender student's preference; student privacy; the ages of students; and available facilities. As a general rule, transgender students will be permitted to use the locker room assigned to the gender which the student consistently asserts at school. A transgender student will not be required to use a locker room that conflicts with the gender identity consistently asserted at school. Any student who expresses a need for privacy will be provided with reasonable alternative facilities or accommodations, such as using a restroom facility or separate schedule.

Other Gender-Segregated Facilities or Activities: As a general rule, in any other facilities or activities when students or employees may be separated by gender, transgender individuals may participate in accordance with the gender identity consistently asserted at school/work. This includes housing during overnight fieldtrips and professional trips. Any individual who expresses a need for privacy will be provided with reasonable alternative facilities or accommodations.

If there are no facilities (restrooms, locker rooms, or other gender-segregated facilities) that align with the gender which the student consistently asserts at school (i.e. in the case of a student who is gender non-binary), a plan which best supports the student will be developed through discussions

with the student and the student's parents/guardians. For purposes of this policy, gender non-binary describes an individual whose gender identity and/or expression does not align with the gender binary of male or female.

Individuals with a complaint or inquiry relative to discrimination should contact the Title IX Coordinator (discrimination based on sex) or 504 Coordinator (discrimination based on handicap) for the Inter-Lakes School District through any of the school offices; or contact the Superintendent's Office at 279-7947; or they may report complaints directly to the Office for Civil Rights, US Department of Education, 8th Floor, 5 Post Office Square, Boston, MA 02109-3921; Telephone: 617-289-0111; FAX: 617-289-0150; TDD: 800-877-8339 and email: OCR.Boston@ed.gov.

Additionally, students and families concerned about bullying and/or harassment should contact their Building Principal and refer to Inter-Lakes School Board Policy – Bullying and Cyberbullying Pupil Safety and Violence Prevention Policy – 5149.1.

NON-EDUCATIONAL SURVEYS AND QUESTIONNAIRES (POLICY #6184)

Separate federal and state laws require that written consent be obtained from a parent or guardian before a student participates in a non-educational survey or questionnaire that asks about information not directly related to a student's academics.

Federal law, the Protection of Pupil Rights Amendment, imposes the prior written consent requirement only if the survey, analysis, or evaluation or its administration is paid for or in any way uses federal funds from the federal Department of Education and reveals information concerning the following:

1. Political affiliations;
2. Mental and psychological problems potentially embarrassing to the student or the family;
3. Illegal, anti-social, self-incriminating, and demeaning behavior;
4. Critical appraisals of other individuals with whom respondents have close family relationships;
5. Legally recognized privileged or analogous relationships, such as those of lawyers, physicians, and ministers;
6. Religious practices, affiliations, or beliefs of the student or student's parent; or
7. Income (other than that required by law to determine eligibility for participation in a program or for receiving financial assistance under such program).

State law, RSA 186:11, IX-d, imposes the prior written consent requirement on questionnaires, or other documents designed to elicit information about:

1. A student's social behavior;
2. family life;
3. religion;
4. politics;
5. sexual orientation;
6. sexual activity;

7. drug use; or
8. any other information not related to a student's academics.

School District Approval

For the purpose of this policy, “non-academic survey” shall include a survey, analysis, or evaluation which seeks any information in the categories listed above. All non-academic surveys must have the prior approval of the Superintendent or his/her designee.

Surveys conducted for other agencies, organizations or individuals must have the recommendation of the Superintendent and the approval of the School Board as to content and purpose. The results of such approved surveys must be shared with the School Board.

No questionnaire or survey requesting sexual information will be administered to any student in kindergarten through grade six unless required by federal or state law or regulation. School personnel administering any such questionnaire or survey will not disclose personally identifiable information.

Parental Notification

Prior written consent from a parent or legal guardian is required to administer a non-academic survey to a student, unless the student is an adult or an emancipated minor who consents. Parents/Guardians will be notified at least ten (10) days prior to administration when a school intends to administer a non-academic survey. Included in the notice will be information regarding the purpose of the non-academic survey, how the survey will be administered; how it will be utilized; and the persons or entities that will have access to the results of the completed survey. Parents or guardians wishing to inspect a non-academic survey will be able to do so in the administrative office. Parents may refuse to give consent for their student to participate, with or without first reviewing the non-academic survey. The school will not penalize students whose parents/guardians decline to provide written consent. The school will take reasonable precautions to protect student privacy during their participation in any non-academic survey.

Youth Risk Behavior Survey Developed by the Centers for Disease Control and Prevention

State law does not require prior written consent from a parent or guardian for administration of the Youth Risk Behavior Survey developed by the Centers for Disease Control and Prevention. Guidance issued by the Center for Disease Control, United States Department of Health and Human Services, concludes that federal law, including the Protection of Pupil Rights Amendment, also does not require prior written consent from parents or guardians because students are not required to participate and the survey is not paid for by the United States Department of Education. As required by both New Hampshire and federal law, the District shall provide parents and guardians with notice at least ten (10) days before the Youth Risk Behavior Survey is administered. Parents may inspect the Youth Risk Behavior Survey at the school’s administrative office. Parents or guardians may opt their student out of participating in the Youth Risk Behavior Survey by providing the Principal with written notice. District staff administering the Youth Risk Behavior Survey shall insure students understand that participation is voluntary and that students who opt-out will not be penalized.

Miscellaneous Provisions

This policy does not apply to the collection, disclosure, or use of personal information collected from students for the exclusive purpose of developing, evaluating, or providing educational products or services for, or to, students or educational institutions, such as the following:

- College or post-secondary education recruitment, or military recruitment;
- Book clubs, magazines, and programs providing access to low-cost literary products;
- Curriculum and instructional materials used by schools;
- Tests and assessments used by schools to provide cognitive, evaluative, diagnostic, clinical, aptitude, or achievement information about students, or to generate other statistical data for educational purposes;
- The sale of products or services to raise funds for school-related or education-related activities; and
- Student recognition programs.

NOTIFICATION OF RIGHTS UNDER FERPA (POLICY #5150/JRA)

A. General Statement

It is the policy of the Inter-Lakes School Board that all school district personnel will follow the procedures outlined herein as they pertain to the maintenance of student records. Furthermore, it is the policy of the Inter-Lakes School Board that all school district personnel will follow the provisions of the Family Educational Rights Privacy Act (FERPA) and its corresponding regulations.

B. "Education Record"

For the purposes of this policy and in accordance with FERPA, the term "educational record" is defined as all records, files, documents and other material containing information directly related to a student; and maintained by the school district; or by such other agents as may be acting for the school district. Such records include, but are not limited to, completed forms, printed documents, handwriting, videotape, audiotape, electronic or computer files, film, print, microfilm and/or microfiche. Educational records do not include records of instructional, supervisory, and administrative personnel and educational personnel ancillary thereto which are in the sole possession of the maker thereof and which are not accessible or revealed to any other person except a substitute.

C. "Directory Information"

For the purposes of this policy, and in accordance with the provisions of FERPA and New Hampshire RSA 189:1-e, the term "directory information" means:

1. Students' name(s), address(es), telephone number(s), and date(s) of enrollment;
2. Parents'/guardians' name(s) and address(es);
3. Students grade levels, enrollment status and dates of attendance;
4. Student photographs;
5. Students participation in recognized school activities and sports;
6. Weight and height of members of athletic teams;
7. Post-high school plans; and
8. Students' diplomas, certificates, awards and honors received.
9. Student school email address for the purpose of connecting students to school electronic resources.

Except for elements of a student's directory information which the student's parents or an eligible student has notified the Inter-Lakes School District not to disclose, the District may release or disclose student directory information without prior consent of the student's parents/eligible students. Within the first three weeks of each school year, the District will provide notice to parents/eligible students of their rights under FERPA and that the District may publish directory information without their prior consent. Parents/eligible students will be given until September 30th to notify the Inter-Lakes School District in writing of any or all directory information items that they refuse to permit the District to release or disclose. Notice from a parent/eligible student that any or all directory information shall not be released will only be valid for that school year and must be re-issued each school year.

D. "Personally Identifiable Information"

"Personally identifiable information" is defined as data or information which makes the individual who is the subject of a record known, including a student's name; the student's or student's family's address; the name of the student's parent or other family members; a personal identifier such as a student's Social Security number; the student's date of birth, place of birth, or mother's maiden name. "Personally identifiable information" also includes other information that, alone or in combination, is linked or linkable to a specific student, that would allow a reasonable person in the school community, who does not have personal knowledge of the relevant circumstances, to identify the student with a reasonable certainty or other information requested by a person who the District reasonably believes knows the identity of the student to whom the education record relates.

E. Annual Notification/Rights of Parents and Eligible Students

Within the first three or four weeks of each school year, the Inter-Lakes School District will publish notice to parents and eligible students of their rights under State law, Federal law, and this policy. The Inter-Lakes School District will send a notice listing these rights home with each student. The notice will include:

1. The rights of parents or eligible students to inspect and review the student's education records;
2. The intent of the Inter-Lakes School District to limit the disclosure of information in a student's record, except: (a) by the prior written consent of the parent or eligible student; (b) as directory information; or (c) under certain, limited circumstance, as permitted by law;
3. The right of a student's parents or an eligible student to seek to correct parts of the student's educational records which he/she believes to be inaccurate, misleading, or in violation of student rights; this includes a hearing to present evidence that the records should be changed if the Inter-Lakes School District decides not to alter them according to the parent's or eligible student's request;
4. The right of any person to file a complaint with the United States Department of Education if the Inter-Lakes School District violates FERPA; and
5. The procedure that a student's parents or an eligible student should follow to obtain copies of this policy.

F. Procedure To Inspect Education Records

Parents or eligible students may inspect and review that student's education records. In some circumstances, it may be more convenient for the record custodian to provide copies of records.

Since a student's records may be maintained in several locations, the school Principal may offer to collect copies of records or the records themselves from locations other than a student's school, so that they may be inspected at one site. If parents and eligible students wish to inspect records where they are maintained, school Principals will determine if a review at that site is reasonable.

Although not specifically required, in order that a request is handled in a timely manner, parents/eligible students should consider submitting their request in writing to the school Principal, identifying as precisely as possible the record or records that he/she wishes to inspect. The Principal will contact the parents or the eligible student to discuss how access is best arranged for their inspection or review of the records (copies, records brought to a single site, etc.).

The Principal will make the needed arrangements as soon as possible and notify the parent or eligible student of the time and place where the records may be inspected. This procedure must be completed within fourteen (14) days that the request for access is first made. Note: the fourteen (14) day limit is required under New Hampshire RSA 189:66, IV, in contrast to the forty-five (45) day period otherwise allowed under FERPA.

If for any valid reason such as the parent's working hours, distance between record location sites or the parent or student's health, a parent or eligible student cannot personally inspect and review a student's education records, the Principal may arrange for the parent or eligible student to obtain copies of the records.

When records contain information about students other than a parent's child or the eligible student, the parent or eligible student may not inspect and review the records of the other students. If such records do contain the names of other students, the Principal will seek consultation with the Superintendent and/or the District's attorney to determine how best to proceed. Where practicable, it may be necessary to prepare a copy of the record which has all personally identifiable information on other students redacted, with the parent or eligible student being allowed to review or receive only a copy of the redacted record. Both the original and redacted copy should be retained by the District.

G. Procedures To Seek To Correction of Education Records

Parents of students or eligible students have a right to seek to change any part of the student's records which they believe is inaccurate, misleading or in violation of student rights. FERPA and its regulations use both "correct/ion" and "amend". For the purposes of this policy, the two words (in all of their respective forms) shall mean the same thing unless the context suggests otherwise. To establish an orderly process to review and correct (amend) the education records for a requester, following processes are established.

1. **First-level decision.** When a parent or eligible student finds an item in the student's education records that he/she believes is inaccurate, misleading or in violation of student rights, he/she should submit a written request asking the building Principal to correct it. If the records are incorrect because of clear error and it is a simple matter to make the change, the Principal should make the correction. If the records are changed to the parent's/eligible student's satisfaction, both parties shall sign a document/form stating the date the records were changed and that the parent/eligible student is satisfied with the correction.

If the Principal believes that the record should not be changed, he/she shall:

- a. Provide the requester a copy of the questioned records at no cost;

- b. Ask the parent/eligible student to initiate a written appeal of the denial of the request for the change, which will be forwarded to the Superintendent;
 - c. Forward the written appeal to the Superintendent; and
 - d. Inform the parents/eligible student that the appeal has been forwarded to the Superintendent for a decision.
2. **Second-level decision.** If the parent/eligible student wishes to challenge the Principal's decision to not change the student record, he/she may appeal the matter to the Superintendent. The parent/eligible student shall submit a written request to the Principal asking that the matter be appealed to the Superintendent. The Principal will forward the appeal to the Superintendent.

The Superintendent shall, within ten (10) business days after receiving the appeal:

- a. Review the request;
- b. Discuss the request with other school officials;
- c. Make a decision whether or not to make the requested correction to the educational record;
- d. Schedule a meeting with the parents/eligible student if the Superintendent believes such a meeting would be necessary; and
- e. Notify the parents/eligible student of the Superintendent's decision on their request to correct the student's educational record.

If the Superintendent determines the records should be corrected, he/she will make the change and notify the parents/eligible student in writing that the change has been made. The letter stating the change has been made will include an invitation for the parent/eligible student to inspect and review the records to verify that the records have been corrected and the correction is satisfactory. If the records are changed to the parent's/eligible student's satisfaction, both parties shall sign a document/form stating the date the records were changed and that the parent/eligible student is satisfied with the correction.

If the Superintendent determines the records are will not be corrected, he/she will notify the parents/eligible student in writing of his/her decision. Such letter will also notify the parents/eligible student of their right to an appeal hearing before the Inter-Lakes School Board.

3. **Third-level decision**

If the parents or eligible student are not satisfied with the Superintendent's decision, they may submit a written request for a hearing before the Inter-Lakes School Board. The parents/eligible student shall submit the request for a hearing with the Superintendent within ten (10) business days of the date of the Superintendent's written decision in level-two. The Superintendent will inform the School Board of the request for a hearing and will work with the School Board to schedule a hearing within forty five (45) days of receipt of the request. Once the meeting is scheduled, the Superintendent will inform the parents/eligible student in writing of the date, time and place of the hearing.

The hearing will be held in non-public session consistent with the provisions of RSA 91-A:3, unless the parent/eligible student requests that the hearing be held in public session. The Inter-Lakes School Board will give the parent/eligible student a full and fair opportunity to present evidence relevant to the issues raised under their request. The parents/eligible students may be

assisted or represented by one or more individuals of their own choice, including an attorney.

The Inter-Lakes School Board will issue its final decision in writing within thirty (30) days of the hearing, and will notify the parents/eligible student thereof via certified mail, return receipt requested. The Inter-Lakes School Board will base its decision solely on the evidence presented at the hearing. The School Board's written decision will include a summary of the evidence and the reasons for its decision.

If the Inter-Lakes School Board determines that the student record should be corrected, it will direct the Superintendent to do so as soon as possible. The Superintendent will then contact the parents/eligible student for a meeting so they can review and inspect the records to verify that they have been corrected. At this meeting, both parties shall sign a document/form stating the date the records were corrected and that the parent/eligible student is satisfied with the correction.

The Inter-Lakes School Board's decision will be final.

4. Parent/Eligible Student Explanation to be Included in Record

Notwithstanding the resolution of any request to correct a student's record(s), in accordance with section (a)(2) of FERPA, a parent or eligible student may insert into that student's educational record a written explanation respecting the content of the record.

H. Disclosure of Student Records and Student Information

In addition to directory information, the Inter-Lakes School District may disclose student records and student information without consent to the following parties on the condition that the recipient agrees not to permit any other party to have access to the released information without the written consent of the parents of the student, and under the conditions specified.

1. Inter-Lakes School officials with a legitimate educational interest. School officials with a legitimate educational interest may access student records. "Legitimate education interest" refers to Inter-Lakes School officials or employees who need to know information in a student's education record in order to perform the employee's employment responsibilities and duties.
2. Other schools into which a student is transferring or enrolling, upon condition that the student's parents be notified of the transfer, receive a copy of the record if desired, and have an opportunity for a hearing to challenge the content of the record. This exception continues after the date that a student has transferred
3. Officials for audit or evaluation purposes.
4. Appropriate parties in connection with financial aid.
5. Organizations conducting certain studies for, or on behalf of the Inter-Lakes School District. Student records or student information will only be provided pursuant to this paragraph if the study is for the purpose of: developing, validating or administering predictive tests; administering student aid programs; or improving instruction. The recipient organization must agree to limit access to the information and to destroy the information when no longer needed for the purpose for which it is released.
6. Accrediting organizations.
7. Judicial orders or lawfully issued subpoenas, upon condition that parents and the student are notified of all such orders or subpoenas in advance of compliance therewith by the Inter-Lakes School District, except when a parent is a party to a court proceeding involving child

abuse or neglect or dependency. The Principal shall consult with the Superintendent and legal counsel as needed to ensure compliance with the judicial order and applicable law.

8. Health and safety emergencies.

I. Maintenance of Student Records and Data

The Principal of each building is responsible for record maintenance, access and destruction of all student records. All school district personnel having access to records shall place great emphasis upon privacy rights of students and parents.

All entries into student records must be dated and signed by the person access such records.

The Principal will ensure that all records are maintained in accordance with applicable retention schedules as may be established by law.

J. Disclosures Made From Education Records

The inter-Lakes School District will maintain an accurate record of all requests for it to disclose information from, or to permit access to, a student's education records and of the information it discloses and persons to whom it permits access, with some exceptions listed below. This record is kept with, but is not a part of, each student's cumulative school records. It is available only to the record custodian, the eligible student, the parent(s) of the student or to federal, state or local officials for the purpose of auditing or enforcing federally supported educational programs.

The record includes:

1. The name of the person who or agency which made the request;
2. The interest which the person or agency has in the information;
3. The date on which the person or agency made the request;
4. Whether the request was granted and, if it was, the date access was permitted or the disclosure was made; and
5. In the event of a health and safety emergency, the articulable and significant threat to the health or safety of a student or other individuals that formed the basis for the disclosure; and the parties to whom the agency or institution disclosed the information.

The Inter-Lakes School District will maintain this record as long as it maintains the student's education record. The records do not include requests for access or information relative to access which has been granted to parent(s) of the student or to an eligible student; requests for access or access granted to officials of the District who have a legitimate educational interest in the student; requests for, or disclosures of, information contained in the student's education records if the request is accompanied by the prior written consent of a parent/eligible student or if the disclosure is authorized by such prior consent or for requests for, or disclosures of, directory information designated for that student.

The records of a request for the correction of an educational record, including any appeal of a denial of that request, if the educational record is ultimately corrected shall not be treated as part of the educational record of the student and shall be preserved separately.

PUPIL BULLYING (POLICY #5149.1)

All students have the right to attend a school in which a safe, secure and peaceful environment is

in evidence. Bullying, and/or cyberbullying of students is unacceptable in the Inter-Lakes schools and is prohibited. Founded acts of bullying will result in strong intervention from school personnel and disciplinary action when appropriate.

The Superintendent of Schools shall work with building level administrators to ensure the implementation of this policy.

Definitions:

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 student, which:

1. physically harms a student or damages a student's property;
2. causes emotional distress to a student;
3. interferes with a student's educational opportunities;
4. creates a hostile educational environment; or
5. substantially disrupts the orderly operation of the school.

Bullying shall include actions motivated by an imbalance of power based on a student's actual or perceived personal characteristics, behaviors, beliefs or motivated by the student's association with another person and based on the other person's characteristics, behaviors, or beliefs.

Bullying or cyberbullying occurs when an act or communication as defined in paragraph I:

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 operation of the school or school-sponsored activity or event.

Cyberbullying is defined as conduct specified in paragraph I of this section that is undertaken through the use of electronic devices.

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

Perpetrator is a student who engages in bullying or cyberbullying.

School property is defined as all real property and all physical plant and equipment used for school purposes, including public or private school buses or vans.

Victim is defined as the student against whom bullying or cyberbullying has been perpetrated.

Inter-Lakes School District personnel will act as a resource to contracted service providers (e.g., transportation, foods service, etc) as they work to meet the requirement for annual training on policies pursuant to bullying.

Parents will have access, either in hard copy or electronically, to this policy. School district personnel will work cooperatively with parents to identify and present appropriate educational programs and/or materials related to the prevention, identification, response to, and reporting of bullying and cyberbullying.

External Reporting:

The Superintendent or his/her designee shall annually report substantiated incidents of bullying

or cyberbullying to the New Hampshire Department of Education. Pursuant to the Family Educational Rights and Privacy Act, such reports shall not contain any personally identifiable information pertaining to any student.

Investigative Procedures:

Upon receipt of a report of bullying, the Principal or his/her designee, shall, within 5 school days, initiate an investigation into the alleged act. The Principal or his/her designee shall complete the investigation within 10 school days of receiving the initial report. If it is deemed necessary, the Superintendent may grant an additional 7 school days to complete the investigative report. If an extension is granted, all parties must be notified.

The investigation may include documented interviews with the alleged victim, alleged perpetrator and any witnesses. All interviews shall be confidential.

If the alleged bullying was, in whole or in part, cyberbullying, the Principal may ask students and/or parents to provide the District with printed copies of emails, text messages, website pages or other similar electronic communications.

Factors the Principal or other investigator may consider during the course of the investigation include but are not limited to:

- ❖ Description of the incident, including the nature of the behavior;
- ❖ How often the conduct occurred;
- ❖ Whether there were past incidents or past continuing patterns of behavior;
- ❖ The characteristics (e.g., name grade age, etc.) of the parties involved;
- ❖ Where the alleged incident(s) occurred;
- ❖ Whether the conduct adversely affected the student's education or educational environment;
- ❖ Whether the alleged victim felt or perceived an imbalance of power as a result of the reported incident;
- ❖ The identity and number of individuals who participated in the bullying behavior.

Reporting Procedures:

The Principal or his/her designee, in each school, shall be responsible for receiving complaints of alleged violations of this policy.

Internal Reporting

Any student who believes he or she has been the victim of bullying or cyberbullying should report the alleged acts immediately to the Principal or his/her designee. If the student is more comfortable reporting the alleged act to a person other than the Principal, the student may tell any school district employee about the alleged bullying.

All district employees and volunteers shall encourage students to tell them about acts that may constitute bullying or cyberbullying. Any school employee or volunteer who witnesses, receives a report of, or has knowledge or belief that bullying may have occurred shall inform the Principal or his or her designee, preferably as soon as possible, but no later than the end of the school day following the day of the incident.

Upon receipt of a report of bullying, the Principal shall commence an investigation of the alleged incident.

The Principal or his/her 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 receipt of the report. Such notification may be made by telephone, in writing (electronically or hard copy), or personal conference. The date, time, method, and location (if applicable) of such notification and communication shall be noted in the report. All notifications shall be consistent with the student privacy rights under the applicable provisions of the Family Educational Rights and Privacy Act (FERPA).

The Superintendent may, within a 48 hour time period, grant the Principal or his/her designee 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. Any such waiver shall be in writing.

Reports of each substantiated report of bullying or cyberbullying shall be retained by the Principal or his/her designee. A copy of the report shall be forwarded to the Superintendent.

SEAT BELT POLICY (POLICY #3751)

The Inter-Lakes School district recognizes that seat belts are extremely effective in preventing injuries and loss of life. The NH Workers' Compensation statute requires the use of appropriate personal protective equipment. Seat belts are considered to be personal protective equipment; therefore the Inter- Lakes School District is charged under state law to require their use while on school district business.

All school district employees are required to wear seat belts while operating or riding in any vehicle while on school district business. This applies to school district vehicles, personally owned vehicles, as well as the vehicles of others, regardless of the presence of any supplemental restraint system (airbags).

In addition, passengers in vehicles operated by school district staff while on school district business are required to wear seat belts.

This requirement shall not apply in the case of vehicles in which the manufacturer has not installed seat belts.

School district employees are forbidden from disengaging or otherwise disarming automatic seat belt systems or alarms.

Employees found to be violating this policy may be subject to discipline as outlined in the school district Employee Safety Handbook.

SEXUAL HARASSMENT, DISCRIMINATION AND VIOLENCE – EMPLOYEES/STAFF (POLICY #4152)

Purpose

The purpose of this policy is to maintain a working environment that is free from sexual harassment, discrimination, and violence. The District will not tolerate any form of sexual harassment, discrimination, or violence.

Sexual harassment, discrimination, and violence are against the law and against School Board policy. Any form of sexual harassment, discrimination, or violence is strictly prohibited. It is a violation of this policy for any employee to harass another employee or student through conduct or communication of a sexual nature as defined by this policy.

For the purposes of this policy, the term "employee" shall include, but not be limited to all school district staff, teachers, non-certified personnel, administrators, volunteers, coaches and/or other such personnel whose employment or position is directed by the District.

The District will promptly investigate and effectively and equitably resolve all complaints, formal or informal, verbal or written, of sexual harassment, discrimination, or violence and will discipline any employee who sexually harasses, sexually discriminates against, or is sexually violent toward another employee or student.

Employees and/or students who believe they are the subject of harassment, or anyone having questions or concerns regarding sexual harassment, discrimination, or violence are encouraged to contact one or more of the following individuals: (1) Superintendent/Human Rights Officer/Title IX Coordinator, Superintendent, SAU #2, Humiston Building, 103 Main Street, Suite 2, Meredith, New Hampshire 03253; (2) any District Administrator; and (3) any Building Principal.

Sexual Harassment, Discrimination, and Violence Defined

Sexual harassment is defined as unwelcome sexual advances, requests for sexual favors, sexually motivated physical conduct, or other verbal, nonverbal communication or physical conduct of a sexual nature when:

1. Submitting to that unwelcome conduct or communication is made a term or condition of obtaining or retaining an individual's employment or obtaining an education or benefits, either explicitly or implicitly; or
2. Submitting to or rejecting that unwelcome conduct or communication is used as the basis for decisions affecting a person's employment or education; or
3. The unwelcome conduct or communication has the purpose or effect of substantially interfering with a person's work, educational performance, or opportunities, or creating an intimidating, hostile, or offensive working or educational environment.

Sexual harassment includes claims of discrimination based on gender identity or failure to conform to stereotypical notions of masculinity or femininity.

Hostile environment harassment occurs when unwelcome comments or conduct based on sex is so severe, persistent or pervasive that it interferes with a student's or employee's performance or opportunities or creates an intimidating, hostile, or offensive environment. A victim can be anyone affected by the conduct, not just the individual to whom the offensive conduct is directed.

Sexual harassment may include, but is not limited to:

1. Verbal or written harassment and/or abuse of a sexual nature;
2. Subtle pressure for sexual activity;
3. Inappropriate patting, pinching or other touching;
4. Intentional brushing against a person's body;
5. Demanding sexual favors accompanied by implied or overt threats concerning a person's employment or education;
6. Demanding sexual favors accompanied by implied or overt promises of preferential treatment with regard to a person's employment or education;
7. Any sexually motivated unwelcome touching;

8. Sexual violence which is a physical act of aggression that includes a sexual act or sexual purpose perpetrated against a person's will or where a person is incapable of giving consent;
9. Leering at a person's body;
10. Jokes of a sexual nature;
11. The display anywhere on school property of sexually suggestive, sexually demeaning or pornographic objects, pictures, writings, posters or cartoons;
12. Graphic verbal comments about a person's body, clothing or sexual activity;
13. Sexual gestures;
14. Touching oneself sexually or talking about one's sexuality in front of others; or
15. Spreading rumors about or rating other employees, students or others as to appearance, sexual activity, or performance.

Reporting Procedures

Any person who believes he or she has been the victim of sexual harassment, discrimination, or violence, by an employee of the District, or any third person with knowledge or belief of conduct which may violate this policy should report the alleged acts immediately to an appropriate School District official as designated below:

In Each Building

In each building, the Principal is the person responsible for receiving oral or written reports of sexual harassment, discrimination, or violence. Any employee or student who believes he or she has been the victim of sexual harassment, discrimination, or violence, should report the alleged act(s) to the Building Principal. Students, however, may report sexual harassment, discrimination, or violence to any District employee. Any employee receiving a report from a student of alleged sexual harassment, discrimination, or violence, or conduct that could be construed as sexual harassment, discrimination, or violence, must immediately report the information to the Principal without screening or investigating the report. If the alleged perpetrator is the Building Principal, the alleged victim may report the allegation to any other District employee who shall then immediately report the allegation to the Superintendent. The District encourages the reporting employee to use the Report Form available from the Principal or Superintendent.

Upon receipt of a report, the Principal will notify the Superintendent immediately without screening or investigating the report. If the report was given verbally, the Principal shall reduce it to written form within 24 hours and then forward it to the Superintendent.

If the complaint involves the Building Principal, the complaint shall be filed directly with the Superintendent.

An employee's failure to forward any sexual harassment, discrimination, or violence report or complaint as provided herein will result in disciplinary action up to and including termination.

District-Wide

The Board designates the Superintendent or Acting Superintendent as the District Human Rights Officer to receive any report or complaint of sexual harassment, discrimination, or violence from any student or employee, any person who interacts with students or employees, and also from the Building Principals as outlined above. If the complaint involves the Superintendent, the complaint shall be filed directly with the School Board. The District shall post the name of the Human Rights

Officer in conspicuous places throughout school buildings, including a telephone number and mailing address.

Submission of a complaint or report of sexual harassment, discrimination, or violence will not affect the complainant's standing in school, grades, extra-curricular activities, future employment, or work assignments.

A report can be written or verbal but the District encourages the use of the reporting form which in all cases is voluntary. It is recognized that certain students, especially younger children, may not be able to submit a written complaint. In such cases, alternate methods of filing complaints such as tape recorders or note takers shall be made available.

The District will respect the confidentiality of the complainant and the person(s) against whom the complaint is filed as much as possible, consistent with the District's legal obligations and the necessity to investigate allegations of sexual harassment, discrimination, or violence and take disciplinary action when the conduct has occurred.

Investigation and Findings

The District will act to promptly investigate and effectively and equitably resolve all complaints of sexual harassment, discrimination, or violence.

The Human Rights Officer will authorize an investigation upon receipt of a report or complaint alleging sexual harassment, discrimination, or violence. This investigation may be conducted by District officials or by a third-party designated by the District.

The investigation may consist of personal interviews with the complainant, the individual(s) against whom the complaint is filed, and others who may have knowledge of the alleged incident(s) or circumstances giving rise to the complaint. The investigation may also consist of any other methods and documents deemed pertinent by the investigator. Students who are interviewed may have a parent or other representative present. In addition, the District may take immediate steps, at its discretion, to protect the complainant, students and employees pending completion of an investigation.

The investigator shall provide a written report of the status of the investigation within ten (10) working days to the Superintendent. If the Superintendent is the subject of the complaint, the report shall be submitted to the School Board.

Whether a particular action or incident constitutes sexual harassment, discrimination or violence requires a determination based on all the facts and surrounding circumstances. In determining whether the alleged conduct constitutes sexual harassment, discrimination, or violence, the investigator should consider the surrounding circumstances; the nature of the sexual advances; the relationship between the parties; the context and locations in which the alleged incidents occurred; whether the victim viewed the environment as hostile; whether it was reasonable to view the environment as hostile; the degree to which the conduct affected one or more students' education or employees' working environment; the type, frequency, and duration of the conduct; the number of individuals involved; age and sex of the alleged harasser and the subject of the harassment; and other incidents.

The District may take any immediate steps necessary, at its discretion, to protect the complainant, students, and employees pending completion of an investigation of sexual harassment, discrimination, or violence.

Upon completion of an investigation conducted by either District officials or a third-party, the investigator shall file a written factual report with the Superintendent no later than twenty (20) working days following receipt of the complaint. If additional time is needed to complete the investigation, the Superintendent will provide all parties with a written status report within twenty (20) days following receipt of the complaint.

School District Action

Should the investigation find that the complaint is valid, the District shall take such action including disciplinary action as it deems necessary and appropriate to end the sexual harassment, discrimination, or violence and prevent its recurrence.

Disciplinary measures include, but are not limited to, termination, verbal and written warnings/reprimands in employee files, requirement of a verbal and/or written apology to the victim, and mandatory education and training on sexual harassment, discrimination and violence.

The administration should review the victim's records, grades, evaluations, etc., with a view to correcting any injustice(s) that might have occurred as a result of the sexual harassment, discrimination or violence. In the case of an employee, the District may need to consider rehiring a terminated employee or offering a promotion or raise that might have been denied.

Since it is not unusual for sexual harassment, discrimination, or violence to begin again after several weeks have lapsed, the harasser should be supervised closely. The victim should be encouraged to report any renewed problems to the Superintendent or his/her designee. The Superintendent or his/her designee should contact the victim regularly to make sure that there is no recurrence of the harassment or discriminatory behavior. The Superintendent or his/her designee shall document all follow-up with the victim.

Any discipline will be in accordance with all laws and collective bargaining agreements, if applicable.

If the investigating party determines that the alleged conduct did not constitute sexual harassment, discrimination, or violence, both the complaining party and the accused will be informed of such.

Communication or conduct which does not rise to the level of sexual harassment, discrimination, or violence as defined by this policy, but is nonetheless inappropriate or in violation of other Board policies or school rules, will be addressed on a case-by-case basis by the Superintendent or Principal, who may still impose discipline or other remedial actions on the offending employee.

The results of the investigation shall be reported in writing to the complainant and accused consistent with the requirements of FERPA and any other privacy laws.

Appeal of Investigator's Findings

Any victim or accused who is not satisfied with the outcome of the District's investigation may appeal to the Superintendent in writing within ten (10) working days following receipt of the District's findings. If the Superintendent is the investigator or the subject of the complaint, the appeal shall be to the School Board.

Reprisal/Retaliation

The District will discipline any employee who retaliates against any person who reports alleged sexual harassment, discrimination, or violence, or who retaliates against any person who testifies, assists or participates in an investigation, proceeding or hearing relating to a sexual harassment, discrimination, or violence complaint. Retaliation includes, but is not limited to, any form of

intimidation, reprisal or harassment. If the complaint was not made in good faith, a reprimand or some other disciplinary action may be in order.

Right to Alternative Complaint Procedures

These procedures do not deny the right of any individual at any time during the process to pursue other avenues of recourse, which may include filing charges with the Commissioner of Education, initiating civil action or seeking redress under state criminal statutes and/or federal law.

The individual may choose to file the alleged violation or complaint with:

- A. The New Hampshire Commission of Human Rights
2 Chenell Road
Concord, New Hampshire 03301
(603)271-2767

- B. U.S. Equal Employment Opportunity Commission
JFK Federal Building
475 Government Center
Boston, MA 02203
800-669-4000

- C. Director, Office of Civil Rights
U.S. Department of Health & Human Services
Regional Office
JFK Federal Building, Room 1875
Boston, Massachusetts 02203
(617)565-1340

SMOKE-FREE WORKPLACE (POLICY #4335)

No employee shall use any tobacco product in any facility in any school vehicle or anywhere on school grounds maintained by the District as outlined in Policy #4335.

STAFF IDENTIFICATION (POLICY #1251)

As one strategy to help keep the Inter-Lakes schools safe, all district employees are to wear photo identification throughout the workday. Clearly visible identification tags will be provided to all school visitors and visitors shall be required to wear the identification while on school grounds.

TRANSPORTING STUDENTS (POLICY #6152)

This policy applies to all school sponsored field trips, internships and co-curricular events, including, but not limited to: games, meets, matches, and practices. Although not included in this policy, the District provides safe and reliable transportation to and from school (Policy #3541.31 Student Transportation Services); additionally, exempt from this policy is private transportation to and from school.

I. School Sponsored Event - Transportation Provided

1. Use of Person or Company Contracted to Provide School Transportation

In all cases where student transportation is provided by a person or company under contract with the school district to provide school transportation services for school-sponsored events, students must travel to and from the event on the designated vehicle in order to be

eligible to participate. Exceptions to this rule must be made by the Principal or his/her designee and will only be made on a case-by-case basis. Written requests for alternate transportation arrangements must be submitted in advance by the parents/guardians of individual students and must include a statement which acknowledges that, by requesting alternate transportation, the parent will assume all responsibility and liability for the safe transportation of the student.

Persons or companies under contract with the school district to provide school transportation services must have a valid School Bus Driver Certificate/License in accordance with applicable rules and laws. All vehicles must be approved by the New Hampshire Department of Safety. This person's or company's vehicle must be approved by the NH Department of Safety as meeting all applicable school bus safety standards. (Parents transporting their own children are exempt from these school bus safety standards, per Department of Safety regulations.)

When arrangements for student transportation for school-sponsored events are made, an adult employee of the Inter-Lakes School District will be present on the designated vehicle to supervise students. Parents and students assume the responsibility for transportation to and from an Inter-Lakes school including after the bus returns.

2. Use of Private Vehicles to Transport Students

Any school sponsored use of private vehicles to transport students to or from school, field trips, athletic events, or other school functions, must have prior authorization by the Superintendent or his or her designee. The Board specifically forbids any employee to transport students, except, their own children, for school purposes without prior written authorization by the Superintendent or his/her designee. Individuals providing unauthorized student transportation are acting outside the scope and course of their duties, and therefore, do so at their own expense and liability.

Any employee or private citizen over 21 years of age using their own or a rented vehicle to provide school-authorized student transportation must carry and provide proof of auto liability insurance of not less than \$300,000 Combined Single Limit, and meet Policy #4155, Background Investigation and Criminal Records Check. The District's liability insurance, if applicable to an incident, would be in excess of the owner's primary insurance for authorized student transportation.

Persons providing transportation on an incidental basis, ie; not specifically as part of a contract to transport, must have a valid driver's license. The vehicle used must have a current registration and inspection sticker, and must be otherwise compliant with applicable state and federal law. A commercial license is required for any vehicle that has a capacity of 16 or more. All vehicles must be in good working order, and shall at all times be operated lawfully and in a manner that safeguards the health and wellbeing of student passengers. Persons transporting students must exercise sound judgement and behave responsibly. They shall abide by District rules and policies; for example: policies prohibiting harassment, discrimination and bullying. In addition, persons transporting students must be accompanied by another approved adult or additional student(s).

II. School-Sponsored Event – Transportation Not Provided

1. Parents Responsible for Student Transportation

In cases where school-sponsored transportation is not provided, students and their parents are responsible for their own transportation and assume all liability and responsibility

associated with transportation to and from the school-sponsored event. Organizers of such events will inform students/parents/guardians in writing that they are assuming all responsibility and liability associated for transportation. The Inter-Lakes School District generally does not provide transportation for off-site "home" games, meets, matches, and practices. Examples of off-site "home" games, meets, matches, and practices include, but are not limited to the facilities at: Waukegan Golf Club, Center Harbor and Sandwich recreational facilities, Laconia Ice Arena, and Prescott Park.

2. Student Provided Transportation

The Inter-Lakes School District values experiential learning, internships and alternative educational opportunities available to students. Transportation to and from these school sponsored experiences may be provided by the individual student provided that the student has received permission from the Principal or designee and his/her parent/guardian and demonstrated proof of insurance. Students are prohibited from transporting other students. Parent/guardian permission releases the District from all responsibility and liability including supervisory responsibility while the student is driving to and from the activity. No student shall be sent on school errands using any automobile during school hours.

III. Waivers

The Superintendent or designee, in his or her sole discretion, may waive any aspect of this policy to ensure continuity of operations provided the waiver would not result in a violation of law.

IV. Reimbursement

Mileage reimbursement for use of private vehicles may be available at a reasonable rate determined by the District, but only if the employee or other person has obtained prior approval of the Superintendent or designee.

TRAVEL AND REIMBURSEMENT (POLICY #4156)

Inter-Lakes School District personnel and board members will be reimbursed for the following expenses related to travel when attending approved meetings, workshops, and conferences.

1. Transportation
 - a. Airfare: Coach class
 - b. Mileage: Most current IRS rate per mile
 - c. Airport: Parking fees, taxi or airport transportation service to/from airport/hotel
2. Meals
 - a. The amount claimable for meals are the actual amounts expended up to \$50 per day, inclusive of taxes and gratuities.
 - b. In situations where a meal is provided, or included in a conference registration fee, claims for meal allowances will not be paid.
 - c. Detailed receipts are required for reimbursement.
3. Hotel/Lodging
 - a. Any room, other than a suite, will be reimbursed as necessary for the day immediately preceding the day on which the meeting is to be conducted through the day on which the meeting is concluded.
4. Personal Entertainment

- a. Personal entertainment is not reimbursable such as in-room movies, valet service, and alcoholic beverages.

USE OF PHYSICAL RESTRAINT (POLICY #5144)

School district personnel are responsible for the safety and well-being of all students. In doing so, on occasion, trained personnel are authorized to restrain students when they are a danger to themselves or others.

Definitions:

Restraint means bodily physical restriction, mechanical devices, or any device that immobilizes a person or restricts the freedom of movement of the torso, head, arms or legs. It includes physical restraint, mechanical restraint, and medication restraint used to control behavior in an emergency. It is limited to actions taken by persons who are school or facility staff members, contractors, or otherwise under the control or direction of a school or facility. Restraint shall not include:

1. Brief touching or holding to calm, comfort, encourage, or guide a student so long as limitation of freedom of movement of the student does not occur.
2. The temporary holding of the hand, wrist, arm, shoulder, or back for the purpose of inducing a student to stand, if necessary, and then walk to a safe location, so long as the student is in an upright position and moving toward a safe location.
3. The use of seat belts, safety belts, or similar passenger restraints during the transportation of a student in a motor vehicle.
4. Physical devices, such as orthopedically prescribed appliances, surgical dressings and bandages, and supportive body bands, or other physical holding when necessary for routine physical examinations and tests or for orthopedic, surgical, and other similar medical treatment purposes, or when used to provide support for the achievement of functional body position or proper balance or to protect a person from falling out of bed, or to permit a student to participate in activities without the risk of physical harm.
5. The use of force by a person to defend himself/herself or a third person from what the actor reasonably believes to be the imminent use of unlawful force by a student, when the actor uses a degree of such force which he/she reasonably believes to be necessary for such purpose and the actor does not immobilize a student or restrict the freedom of movement of the torso, head, arms, or legs of any student.

Physical restraint occurs when a manual method is used to restrict a student's freedom of movement or normal access to his/her body.

Mechanical restraint occurs when a physical device or devices are used to restrict the movement of a student or the movement or normal function of a portion of his/her body.

Medication restraint occurs when a student is given medication involuntarily for the purpose of immediate control of the student's behavior.

Seclusion means the involuntary placement of a student alone in a place where no other person is present and from which the particular student is unable to exit, either due to physical manipulation by a person, a lock, or other mechanical device or barrier. The term shall not include the voluntary separation of a student from a stressful environment for the purpose of allowing the student to regain self-control, when such separation is to an area which a student is able to leave. Seclusion does not include circumstances in which there is no physical barrier between the student and any

other person or the student is physically able to leave the place. A circumstance may be considered seclusion even if a window or other device for visual observation is present, if the other elements of this definition are satisfied.

Limitations on Use of Restraint:

Restraint will only be used to ensure the immediate physical safety of any person when there is a substantial and imminent risk of harm to the student or others.

Restraint will only be used by trained school staff.

Restraint will not be used as a punishment for the behavior of a student.

Restraint will not be imposed for longer than is necessary to protect the student or others from the substantial and imminent risk of serious bodily harm.

Restrained students shall be the subject of continuous direct observation by personnel trained in the safe use of restraint.

Limitations on the Use of Seclusion:

Seclusion may not be used as a form of punishment or discipline.

It may only be used when a student's behavior poses a substantial and imminent risk of physical harm to the student or others, and may only continue until that danger has dissipated.

Seclusion shall only be used by trained personnel after other approaches to the control of behavior have been attempted and been unsuccessful, or are reasonably concluded to be unlikely to succeed based on the history of actual attempts to control the behavior of a particular student.

Seclusion shall not be used in a manner that unnecessarily subjects the student to the risk of ridicule, humiliation or emotional or physical harm.

Students in seclusion shall be the subject of continuous direct observation by personnel trained in the safe use of seclusion.

Conditions of Seclusion:

When permitted, seclusion may only be imposed in rooms which:

1. Are the size which is appropriate for the chronological and developmental age, size and behavior of the students placed in them.
2. Have a ceiling height that is comparable to the ceiling height of the other rooms in the building in which they are located.
3. Are equipped with heating, cooling, ventilation, and lighting systems that are comparable to the systems that are in use in the other rooms of the building in which they are located.
4. Are free of any object that poses a danger to the students being placed in the rooms.
5. Have doors which are either not equipped with locks, or are equipped with devices that automatically disengage the lock in case of an emergency. "Emergency" includes but is not limited to:
 - a. The need to provide direct and immediate medical attention to a student;
 - b. Fire;
 - c. The need to remove a student to a safe location during a building lockdown; or,

- d. Other critical situations that may require immediate removal of a student from seclusion to a safe location.
6. Are equipped with unbreakable observation windows or equivalent devices to allow the safe, direct and uninterrupted observation of every part of the room.

Reporting Requirements and Parental Notification:

Unless prohibited by court order, the school shall make reasonable efforts to verbally notify the student's parent or guardian and guardian ad litem whenever seclusion or restraint has been used on a student. Such notification shall be made as soon as practicable and in no event later than the time of the return of the student to the parent or guardian or the end of the business day, whichever is earlier. Notification shall be made in a manner calculated to give the parent or guardian actual notice of the incident at the earliest practicable time.

School personnel who use restraint or seclusion, with the Building Principal or his/her designee shall, within 5 business days after the occurrence, submit a written notification containing the following information to the Superintendent or his/her designee:

- a. The date, time, and duration of the use of restraint or seclusion.
- b. A description of the actions of the student before, during and after the occurrence.
- c. A description of any other relevant events preceding the use of restraint or seclusion, including the justification for initiating the use of restraint.
- d. The names of the persons involved in the occurrence.
- e. A description of the action of the school employees involved before, during and after the occurrence.
- f. A description of any interventions used prior to the use of the restraint or seclusion.
- g. A description of the restraint or seclusion used, including any hold used and the reason the hold was necessary.
- h. A description of any injuries sustained by, and any medical care administered to, the student, employee(s) or others before, during, or after the use of restraint or seclusion.
- i. A description of any property damage associated with the occurrence.
- j. A description of actions taken to address the emotional needs of the student during and following the incident.
- k. A description of future actions to be taken to control the student's problem behaviors.
- l. The name and position of the employee(s) completing the notification.
- m. The anticipated date of the final report.

The Principal will forward the report to the Superintendent.

The Principal or his/her designee shall, within 2 business days of receipt of the written report, send or transmit by first class mail or electronic transmission to the student's parent/guardian the information contained in the notification. Each report shall be retained by the school in the student's confidential file.

WEAPONS ON SCHOOL PROPERTY/GUN-FREE SCHOOLS ACT (POLICY #5148)

The Federal Gun-Free School Zones Act prohibits any individual from knowingly possessing a firearm in a school zone. A “school zone” is defined as the grounds of a public school and the property within 1,000 feet of the public school. A “firearm” is (1) any weapon (including a starter gun) which will or is designed to or may be readily converted to expel a projectile by the action of an explosive; (2) the frame or receiver of any such weapon; (3) any firearm muffler or silencer; or (4) any destructive device which includes any explosive, incendiary or poison gas.

For the purposes of this policy, the term “weapons” shall include in addition to “firearms” as defined above, other dangerous weapons as defined by 18 U.S.C. § 921; and RSA 159 which includes, but is not limited to, rifles, pistols, revolvers, pellet guns, BB guns, paintball guns, knives, slingshots, metallic knuckles, firecrackers, billies, stilettos, switchblade knives, sword canes, pistol canes, blackjacks, daggers, dirk knives, electronic defense weapons (as defined in RSA 159:20), aerosol self-defense spray weapons (as defined in RSA 159:20), martial art weapons (as defined in RSA 159:24), or any other substances, object or thing which, by appearance or function, is known, thought to be, or capable of producing death or serious physical injury.

Weapons are not permitted on school property at any time. Visitors, faculty, staff and students are prohibited from bringing any weapon, whether visible or concealed, into any school building, onto school property or a school bus or to any school-sponsored event.

A violation of this policy by any person will result in an immediate report to the Principal who shall, in turn notify the Police and Superintendent.

A student violation of this policy will result in immediate confiscation of the weapon and notice to the student’s parents or guardians. The student shall also be subject to discipline which may include suspension or expulsion from school. If a student violation involves a firearm, the School Board shall expel the student from school in accordance with RSA 193:13, III, the Prohibited Conduct Policy #5149, and in accordance with the federal Gun-Free School Zones Act. The expulsion shall continue for not less than one year subject to the Superintendent’s authority to modify the expulsion on a case-by-case basis. If a student violation involves the possession of a pellet or BB gun, rifle or paint ball gun or other weapon as defined in this policy, then the student shall face disciplinary action under the Prohibited Conduct Policy 5149, which may include but is not limited to suspensions and expulsions from school and/or school sponsored activities.

Pursuant to the provisions of 20 U.S.C. §7961 of the Gun-Free Schools Act, the School Board requires the Superintendent to contact local law enforcement authorities and the Division of Children and Youth Services and notify them of any student who brings a firearm or weapon on school property.

Faculty or staff who violate this Policy shall be subject to discipline, up to and including dismissal.

Members of the public who violate this policy will be reported to law enforcement authorities.

The Superintendent or designee, shall have the authority pursuant to RSA 193:13, III the Gun-Free Schools Act, and Gun-Free School Zones Act, to grant written authorization to a student or others to possess a firearm or other weapon on school property. Any such authorization shall be requested in writing and any such request by the student shall also be signed by a parent or guardian. The Superintendent or designee’s authorization shall be issued in writing in advance of the possession

and shall identify the student or others, the weapon or firearm, the purpose of the possession, the location on school grounds where the firearm or weapon shall be kept, and time frames of the authorization.

Law enforcement personnel are exempt from the policy. Other individuals may be exempted by the Gun-Free School Zones Act.

Procedures

SCHOOL OPENING PLAN 2020-2021

All staff are expected to review the *School Opening Plan 2020-2021*. A full copy of the *School Opening Plan 2020-2021* can be found on the District's website at www.interlakes.org or https://www.interlakes.org/docs/district/2020-21_reopening_plan.pdf?id=482. The following four paragraphs are mitigation efforts from the *School Opening Plan 2020-2021* in which all staff are responsible for understanding and following the established protocols.

ATTENDANCE, ABSENCE REPORTING, AND RESPONSIBILITY (pg. 9)

In the Inter-Lakes School District, we know that good attendance on the part of all staff and students has a substantial impact on our efforts to provide students with high quality learning experiences. However, as an employer, we recognize that there are occasions that require individuals to need time off during the workday whether that be for personal illness, illness of a family member or life issues we are unable to address outside normal work hours. In addition to these expectations, we also understand that this year, unlike any other year, staff may need to be out of building more. All members of our school communities will need to stay home when they have any health related symptoms. If students/staff present ill at school/work, they will be sent home. **It is imperative that people stay home if they are symptomatic and/or ill.** It is recognized that this will increase absenteeism for students, staff, and contracted services providers, such as school bus drivers. Additionally, it is recognized that a teacher may have symptoms that prevent them from being physically present at school and yet, they may be healthy enough to work. In this instance, the teacher may remote into the classroom to provide continuity for learning while a substitute provides supervision and supports that require a physical presence. Additionally, students may be in a similar situation where they are out of school but are still able to engage in learning; teachers will provide work (as we have always done) to help students maintain continuity in their learning.

All staff are to report absences (i.e. sick, personal) through Absence Management. Professional development leave shall be reported through Professional Growth.

If a staff member misses a meeting in which they are scheduled to attend, it is their professional responsibility to obtain the information they missed.

TRAVEL

Any staff/student who has traveled on public transportation (beyond our local school buses) anywhere and any staff/student who has traveled outside of New England will be required to remain outside of work/school for a two week period. It is our hope that this time will be used to self-quarantine at home. Staff members are encouraged to discuss their plans with their supervisor in advance of such travel. If state guidance evolves in this area, the School District will adjust

accordingly.

HEALTH SCREENING

All staff and students will be required to complete a health screening assessment at home prior to attending work/school. An online tool will be used for staff and families to indicate they have completed the screening prior to arrival and that they are cleared to enter work/school. If a staff member/family is unable to complete the screening online, supervisors for staff and school nurses for students will work to develop an alternative method for indicating screening is complete and they are cleared to come to work/school.

FACE COVERINGS

In order to mitigate risk, all students and staff will need to wear a cloth face covering or transparent face shield with drape. Such coverings will be worn on the campus including indoors and outside as well as on school buses. If outdoors and with adult discretion, and if physical distancing of six (6) feet or more is achieved, then the coverings can be removed to provide a break. If inclement weather prevents this, then larger spaces within the school buildings that support social distancing of six (6) feet may be utilized. Information on the proper use of face coverings will be promoted throughout the classroom and school. No masks/coverings with valves. It should be noted that due to developmental and health needs, some members of our school community may not be able to utilize face coverings. A decision to exempt someone from use of a face covering will be made in the case of students through the special education or 504 process with appropriate documentation to support exemption. In the case of an employee, the employee will work with the Human Resource Director to provide appropriate documentation to support such an exemption.

ACCIDENT REPORTING

Any injury to a staff member or student regardless of the severity must be reported to the respective supervisor or Building Principal. A form must be completed for any job related injury.

CONFIDENTIALITY

Student records, academic performance and information regarding student behavior, health and social/emotional status are all confidential. Confidential information should only be disclosed to fellow Inter-Lakes School District staff who are in need of the information to provide appropriate services. Release of student information to outside agencies or to another school district can only occur with written permission.

CONFLICT OF INTEREST

Inter-Lakes School Department permits the employment of qualified relatives of employees as long as such employment does not, in the opinion of the Superintendent, create actual conflicts of interest. The School District will use sound judgment in the placement of related employees in accordance with the following guidelines:

1. Individuals who are related by blood, marriage, or reside in the same household are permitted to work in the same department, provided no direct reporting or supervisor to subordinate relationship exists. That is, no employee is permitted to work within " the chain of command" when one relative's work responsibilities, salary, hours, career progress, benefits or other terms and conditions of employment could be influenced by the other relative. The Superintendent shall adjust supervision responsibilities if a conflict occurs.

2. Related employees may have no influence over the wages, hours, benefits, career progress and other terms and conditions of the other related staff members.
3. Employees who marry while employed, or become part of the same household are treated in accordance with these guidelines. That is, if in the opinion of the Superintendent, a conflict arises as a result of the relationship, one of the employees may be transferred at the earliest practicable time or supervisory duties changed to solve the conflict.

FIELD TRIPS

Field experiences are an integral part of the Inter-Lakes School District. Field trips are designed to stimulate student interest, inquiry, and provide opportunities for social growth and development. They should be connected to the curriculum and be appropriate extensions of the classroom.

Field trips must be approved based on analysis of the instructional purpose, the overall cost of the trip (district and/or individual student), appropriate transportation, and qualified adequate adult supervision. Regular field trips are approved by the Building Principal and Superintendent. Overnight field trips must be approved by the Building Principal, Superintendent and School Board.

1. Complete a *Field Trip Approval* form. This form must be submitted to the Building Principal at least four weeks in advance to the date of the field trip.
2. Each student attending a field trip must return a completed *Field Trip Permission* form signed by the student's parent or guardian. No student shall be allowed to travel on a field trip without the completed permission form.
3. There must be an adequate amount of chaperones: one for every ten students. All chaperones must successfully complete the volunteer process including a background check prior to the date of the field trip. Volunteer application packets may be completed at the SAU Office.
4. Teachers are responsible for collecting student funds if applicable. All funds must be turned in to the Building Administrative Assistant.
5. Teachers must work with the Building Administrative Assistant to coordinate bus transportation.
6. Teachers must notify the School Nurse of field trips.

REPORTING OF SUSPECTED CHILD ABUSE OR NEGLECT

NH Law requires that any person who suspects that a child under age 18 has been abused or neglected must report that suspicion immediately to DCYF (New Hampshire RSA 169-C:29-31).

To report child abuse or neglect, please call (800)894-5533 (in-state) or (603) 271-6562

Intake lines are staffed 24 hours a day, including weekends and holidays. If this is an immediate emergency, please call 911.

- ❖ Abuse can be physical, sexual, or neglect. If you suspect physical abuse, please escort the student to the nurse's office.
- ❖ Neglect can be failure to care and protect (ex. health, medical, education)
- ❖ If you suspect that a person's physical or mental welfare may be adversely affected by abuse or neglect, you shall report this immediately to your Building Principal or Holly Vieten, Guidance Director **in person, NOT by e-mail.**

- ❖ All school staff are mandated reporters and bound to make a report to DCYF if the suspect abuse or neglect.
- ❖ The Administration and School Counselors are a resource to assist you with the reporting requirement. Please be comfortable seeking assistance while recognizing that it is your responsibility to ensure the report is filed.

SAFETY

Employee and student safety is important to the Inter-Lakes School District! All employees are responsible to knowing and understanding safety protocols. The District provides safety information and guidelines for emergency procedures. Please make sure you are familiar with the following documents for your safety.

- ❖ Employee Safety Handbook (<https://www.interlakes.org/administration/16>)
- ❖ Emergency & Crisis Management Plan flipchart (located in each classroom)
- ❖ Emergency Operations Plan (see building administration)
- ❖ School Opening Plan 2020-2021 (https://www.interlakes.org/docs/district/2020-21_reopening_plan.pdf?id=482)

The District's Joint Loss Management Safety Committee is comprised of eight people including administration, a teacher, a school nurse, a paraprofessional, a custodian and a school receptionist. The committee meets quarterly to review safety concerns and workers' compensation claims. Some important safety reminders:

- ❖ Wear appropriate footwear for weather conditions.
- ❖ Stepladders are conveniently located throughout the buildings. Please do not stand on chairs or tables!
- ❖ Report any injuries or medical problems to your supervisor immediately.
- ❖ Bring safety concerns to a member of the Joint Loss Management Committee or your supervisor.

STAFF CONDUCT/DRESS

Staff members set an example in terms of manners, conduct, appearance, dress, speech and social media presence. The administration assumes that staff will reflect the values of the adult professional community of which we all are a part.

School employees shall dress in an appropriate and acceptable manner that has a positive influence on the school community and provides a model for personal appearance.

ACKNOWLEDGEMENT AND RECEIPT OF EMPLOYEE HANDBOOK

This is to acknowledge that I have received a copy of the Inter-Lakes School District 2020 – 2021 Employee Handbook. I understand that this Employee Handbook contains information about the employment policies and procedures of the Inter-Lakes School District. I agree to read and comply with this Employee Handbook.

I understand that this Employee Handbook supersedes and replaces any and all prior Inter-Lakes School District Employee Handbooks. I also understand that if any provision in this Employee Handbook is contrary to a written contract, collective bargaining agreement, or Inter-Lakes School Board policy, the contract, collective bargaining agreement, or policy will control over this Employee Handbook.

The Inter-Lakes School District reserves the right to revise, delete and add to the provisions of this Employee Handbook at any time and for any reason. I understand that no oral statements or representations can change the provisions of the Employee Handbook.

I understand that this Employee Handbook is not intended to create contractual obligations with respect to any matters it covers and that the Employee Handbook does not create a contract guaranteeing that I will be employed for any specific time period or receive any specific benefits.

I understand that this Employee Handbook refers to current policies and procedures of the Inter-Lakes School District and that I must refer to the actual policies and procedures as these documents are controlling.

If I have questions regarding the content or interpretation of this Employee Handbook, I will ask my supervisor.

EMPLOYEE NAME

DATE

EMPLOYEE SIGNATURE