

HOA

STAFF JOB ACTIONS

It should be understood that the School Board and administration judge any work stoppage by school district employees to be an illegal act. With this premise as a basis, the philosophy of the Board and administration will be to keep schools open so long as the health and safety of the students and staff can be assured. In the event that any work stoppage action should become an imminent threat to the health and safety of the students and staff, an alternate plan of action will be immediately enforced.

Action Regarding Work Stoppage

The initial decision as to whether or not schools will remain open will be made by the Superintendent of Schools or his/her designee in consultation with the Chair of the School Board. If this consultation is not possible, the Superintendent or his/her designee is authorized to make the decision.

The decision as to what schools will remain open will be made by the Superintendent of Schools or his/her designee after consultation with the Chair of the School Board. If this consultation is not possible, the Superintendent or his/her designee is authorized to make the decision.

It is understood that no Board member other than the Chair (or designee) will issue any press release or statements with regard to the work stoppage. The Chair and the Superintendent (or designee) are authorized to make joint statements that they deem to be in the best interest of the Board. In the absence of the Chair, the Superintendent (or designee) may operate under this authorization.

Unauthorized Staff Absences

The Board is committed to upholding RSA 273-A:13, which prohibits any strike, job action or withholding of services by a public employee.

Any employee of the Board who engages in a strike, job action, withholds services, absents himself/herself without leave or authorization, or declines to perform all of his/her duties and responsibilities will be acting contrary to the law of the state.

Any employee who so acts will:

1. Suffer a deduction in salary for every day he/she is absent from work.
2. Have an official reprimand placed in his/her permanent record.
3. At the discretion of the School Board, be subject to immediate discharge for violating state law.

During school hours, staff members shall not discuss any local school district labor disputes, unrest, job actions, strikes, or reasons for same. Any employee who so acts is subject to the above disciplinary measures, including dismissal.

Adoption Date: April 8, 1993

Amended: October 8, 2009