

Kearsarge Regional School District

School Board Meeting

6:30 pm

August 12, 2021

Kearsarge Learning Campus

114 Cougar Court, New London, NH

Open to Public –Zoom address below for remote attendance.

I Call to Order – Chair

II Pledge of Allegiance

III Roll Call – Clerk

Public Hearing

Appropriation for Unanticipated Funds – As required per NH RSA 198:20-b, III, the Kearsarge Regional School Board shall conduct a hearing regarding unanticipated revenue federal funds from the FEMA DR4516, totaling \$19,175.42.

IV Approval of Minutes – Chair

V Reports of Administration

Chair – Alison Mastin

Superintendent Winfried Feneberg –Citizen Correspondence, Resignations/Nominations/Retirements/Other

Assistant Superintendent - Michael Bessette

Business Administrator - Larry LeBoeuf

KREA Representative - Beth Perkins

Student Representatives - Katrina Nowicki, Maggie Ellison

VI Public Comment *Note: In accordance with Policy BEDH, copies of prepared statement must be provided to the Board.*

VII Old Business

- a) **Opening Plan 2.0 – 2021-22 School Year**
- b) **ARP–ESSER Funds Public Input - Supt.Feneberg, Larry LeBoeuf**

VIII New Business

- a) **Special Education Contract Approval – Larry Elliott, Director of Student Support Services**
- b) **Managed Print Services RFP, Lightspeed Filtering Solution, Update on the Emergency Connectivity Funds application process - Barbra Turner, Director of Technology**
- c) **Purchase Recommendations: RFP Elementary and KRMS Furniture, Branching Minds(RTI)**
Larry LeBoeuf, Business Administrator
- d) **Curriculum Update - Christine Downing & Steve Shepherd**
- e) **Facilities-Summer Projects - Todd Fleury, Director of Facilities & Scott Lanier, District Electrician**
- f) **Town of New London/Red Cross - Emergency Shelter MOU –Todd Fleury, Director of Facilities**
- g) **Policy GBEAA - Appropriate Staff/Student Relationships – First Reading, Michael Bessette**

IX School Board Sub Committees

Facilities Committee – 8/12/21

X Non-public Session under RSA 91:A3, II

The Board reserves the right to enter into “nonpublic” at any given time during the meeting. – Chair

(US) +1 662-502-2787 PIN: 358 775 725#

Location: <https://us02web.zoom.us/j/82261653175>

Upcoming Dates: August 26, September 9, 16, 23

Word of the Year - Together

**Kearsarge Regional School Board
Minutes of the Public Meeting
Kearsarge Regional School District
June 19, 2021
School Board Retreat**

Present: Ken Bartholomew, Art Bobruff, Emilio Cancio-Bello, Bebe Casey, Ben Cushing, Alison Mastin, Emma Bates, Kristin Schultz, and Eric Gregoire (remote)

The meeting was called to order at 9:07 by Mr. Bartholomew. The Pledge was recited by Mr. Cushing.

Mr. Bartholomew announced that the board retreat's purpose was to discuss school board goals, and the implementation of those goals. Now is the time to discuss any changes, additions, or deletions. Supt. Feneberg states he strongly encourages the board to stay with same goals, but to delve deeper, perhaps more focus in particular areas, with adjustments to indicators as needed.

Supt. Feneberg explains that the strategic goals from 2019 was prepared as a guiding/living document. There are **five** goals:

1. KRSD will deliver an engaging, rigorous and aligned continuum of learning for all students, pre-K through high school-plus to achieve college and career readiness upon the completion of their educational program.
2. To recruit, develop, and retain staff members who are student-centered, experts in their field, committed to the Vision and Mission of the District and demonstrate a high degree of professionalism.
3. The KRSD will involve families, businesses and community organizations to increase student engagement and personalized learning opportunities.
4. The KRSD will create and maintain high quality learning environments.
5. KRSD will be an institution dedicated to educational innovation.

Supt. Feneberg mentions it's helpful to report to the board twice a year to keep on track with goals.

Ms. Mastin – in reference to goal 4, mentions using the climate data. Wants to push a focus on emotional support throughout the community. We need more community forums. Supt. Feneberg mentions keeping block schedule for high school based on feedback from students and staff.

Mr. Bessette indicates “watching it evolve over the last few years has been the ability to be both a constructivist, as well as somebody who is kind of reversing engineering, the work that we do. So, it gives us a framework to contextualize any decision that we make as a leadership team, and more often than not 95% of the time, the bullets in the objectives that are in underneath those goals were already identified moving into the school year. But when something pops, and we need to justify it, it's a real boon for us to be able to go back to the strategic plan and frame it into the work and say oh this is a natural fit under this goal. So the objectives be the driver, but the contextualization of the goals themselves really frames the efforts that we put in and allows us to be really on point, all year long.”

Ms. Schultz asks how to deal with adding more onto teachers. Supt. Feneberg offers that with goals from climate and culture data, that Mr. Langille will introduce a new format by January 2022. She is concerned that if we continue to add to teaching responsibility and not freeing up time somewhere else, it's overwhelming for staff. Supt. Feneberg reassures they keep close eye on staff responsibility.

Dr. Bobruff shares the concerns of burdening teachers with more responsibilities and also notes, not all teachers are good in an advisory role.

Supt. Feneberg indicates that we are making progress even in a pandemic by adding dress code, discipline, etc.

Ms. Casey mentions standing up the advisory in January 2022 even if it's not perfect. Concerned about added burden to teachers.

Ms. Mastin indicates that children benefit from advisory. Having a dedicated person throughout the four years. Kids need that one adult "who has their back".

Mr. Cancio-Bello asks – do we have a way to survey our graduated seniors? Supt. Feneberg says that post-graduation surveys have been attempted in the past, but perhaps a more formal interview process could lend more feedback. He fears large population of children are never approached by a teacher.

Mr. Bessette: How do you determine impact of current education and success in future. Merit data – what are the indicators of student success? How do we lockdown data points?

Mr. Cushing offers that advisory is going on every day, we just haven't formalized it. Mentions the importance of coaches in students' lives. Have a senior lock onto a few freshmen.

Ms. Bates mentions that Simonds instituted a program where all staff was matched up with a student. It has been very successful (and qualified as merit project).

Mr. Bessette asks "should we give a bigger voice to incoming freshmen?" We offer guaranteed and viable curriculum. Guaranteed doesn't imply they receive it, it means they have guaranteed access to it.

Mr. Bartholomew added info about a 7th grade ethics class offered. Dr. Bobruff mentions a freshman seminar, and Ms. Schultz mentions ethics should be an offered class.

Mr. Bartholomew brings up old topic of changing the start time of high school. Should a formal look be given again? MBC mentions consolidating elementary schools – how much would this save? Ms. Mastin agreed that a review of start times would be beneficial.

Mr. Cancio-Bello adds that the biggest obstacle was childcare for younger students and how that affected parents.

Ms. Bates brings up the subject of homework on the elementary level. It's just busy work. If later start time, when do children do homework? Dr. Bobruff indicates that the homework should reinforce the lesson of the day.

Supt. Feneberg asks to table the later start times until the next year. Chair asks that he and Mr. Cancio-Bello, at least review the pros/cons.

Ms. Casey, Mr. Cancio-Bello and Supt. Feneberg discussed snow days, blizzard bags, and remote learning. Will this continue? Who calls the shots on weather, etc.

Mr. Bartholomew asks if we align graduation with competencies. Mr. Bessette answers with systemic graduation along the way – senior project, etc. Mr. Bartholomew asks when are we ready to put realigning graduation for competencies as an objective? Mr. Bessette offers that staff would need training. Do you want a 21 year old graduating with your 18 year old?

Mr. Cancio-Bello brings up the differences this past year with the MBC. Mr. Bartholomew adds we should be governing together. Perhaps having Kelly and new asst. principal come speak to elaborate on the changes they are making with the new position would be beneficial.

Generic Notes:

- All technology and facilities objectives should fall under Goal 4 going forward.
- Add goal 6 for Special Education? Or combined in another?

Meeting adjourned at approximately 12:02 pm.

Respectfully submitted,

Joni Boucher
School District Clerk, KRSD

*Unapproved Draft Minutes
Subject to review and revision, pending final approval
at the next regularly scheduled meeting of the KRSD School Board*

Kearsarge Regional School Board
Minutes of the Public Meeting
Kearsarge Regional School District
June 17, 2021

I. Call to Order	The meeting was called to order at 6:44 pm by Mr. Bartholomew for the public hearing. It was called to order again at 6:51 to begin the joint board/MBC meeting.
Public Hearing	
<i>Appropriation for Unanticipated Funds – As required per NH RSA 198:20-b, III, the Kearsarge Regional School Board shall conduct a hearing regarding unanticipated revenue federal funds from the Purple Star Initiative for the total amount of \$11,500.</i>	
Nicole Densmore is seeking permission from the school board to accept the money from the state for the purple star school to become a purple star School District. The purple star school program supports military connected children by responding to the educational and social emotional challenges that military connected children face some challenges that we hope to address with this grant is to one help identify military connected students, which refers to children of service members on active duty, within our school district and to help these students with transitions to the new school, they're coming in or going out, keep them on track to be in college workforce or life readiness skills. Kearsarge would be honored with the purple star award if it completes required activities. Supt. Feneberg thanked Nicole for her time, research and initiative.	
<i>Mr. Cushing made the motion to accept funds and authorize expenditure of unanticipated funds from the purple star initiative for the amount of \$11,500. Ms. Mastin seconded. The motion carried 8-0-0.</i>	
II. Pledge of Allegiance	Mr. Hemenway (MBC) led the Pledge of Allegiance.
III. Roll Call	Present (School Board): Ken Bartholomew, Alison Mastin, Art Bobruff, Emma Bates, Bebe Casey, Emilio Cancio-Bello, Ben Cushing, Eric Gregoire, and Kristin Schultz Present (MBC): Tom Schamberg, Robert Hemenway, Robert DeFelice, Brian Dumais, Michelle Kendrick, Luke Gorham and David Bates. Absent (MBC): James Bibbo and Richard Anderson
IV. Approval of Minutes	<i>Mr. Cancio-Bello made the motion to approve the Minutes of June 3, 2021 as corrected. Ms. Casey seconded. The motion carried 6-0-2 {Dr. Bobruff and Mr. Cushing abstained}.</i>
V. Reports of Administration	Chair: <ul style="list-style-type: none"> • Reminder of School Board retreat on Saturday June 19, 2021 (public) • Reminder that meetings must be in person unless previously approved by the board. Superintendent: <ul style="list-style-type: none"> • Successfully finished the school year • 109 students graduated this past Saturday • Graduated 20 adult learners this past Saturday • Budget prep for 22—23 school year has begun. • Organizational meeting with the Negotiations committee. • Two board members needed for co-curricular stipend. Mr. Cushing and

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Ms. Schultz agreed to participate.

- Retirement – Jane Pierce – custodian. Asked the board to waive six month requirement as she is eligible for retirement bonus

Dr. Bobruff made the motion to waive the six month requirement and fulfill the retirement bonus for Ms. Pierce. Mr. Cushing seconded. The motion carried 8-0-0.

- New hires – Beth Terwilliger, Michael McCosker, Rebecca Vendt, Molly Giles, Zoe Gatzogiannis, Kristen Parker, and Kristine Wooten.

Ms. Schultz made the motion to approve the hiring of 7 new employees. Mr. Cancio-Bello seconded. The motion carried 8-0-0.

- Peter Terwilliger is asking to exercise the reduction of tuition so his child may attend in the district.

Mr. Cushing made the motion to approve reduced tuition for new hire –Peter Terwilliger. Dr. Bobruff seconded. The motion carried 8-0-0.

Assistant Superintendent:

- Thanks faculty, technology, and many others for making the year possible.

Business Administrator:

- Deposit/withdrawal approval from the Carl Fitzgerald fund –

Mr. Cushing made the motion to accept the deposit and withdrawal for the Carl Fitzgerald fund in the amount of \$1,000. Ms. Casey seconded. The motion carried 8-0-0.

- Approval for transfers under \$5000. These are services from 19-20 school year that haven't been rendered. The Supt is allowed to approve under \$5,000 so we collect throughout the school year and then ask the board to vote on them all at once.

Mr. Cancio-Bello made the motion to approve the transfers in the amount of \$653,000. Mr. Cushing seconded. The motion carried 8-0-0.

- Applied for a FEMA PPE reimbursement of \$19,000 and will probably get it. Might be only district to apply.
- Funds balance is 2.9 million due to savings throughout covid on fuel, transportation, etc.

KREA Representative:

- No report, but Ms. Perkins thanks the board and MBC for all their work throughout the year.

Student Representatives:

Ms. Nowicki

- Thank you to the community for all their support throughout this year.

Ms. Ellison

- Thank you to the community for all their support throughout this year.
- Supt. Feneberg thanks Ms. Nowicki and Ms. Ellison for participating in his leadership interview.

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<p>VI. Public Comment</p>	<ul style="list-style-type: none"> • Ms. Bebe Casey – amazing graduation; great day; adult night school graduation was great and Sha Boyle should be recognized for her work. • Sarah Andersen – Mr. Bartholomew read a letter offering kudos to Larry Elliott. “He always welcomed me to the table.”
<p>VII. Old Business</p>	<p>A. Bass Fishing – KRHS Sport Acceptance</p> <ul style="list-style-type: none"> • Several champions • Board voted to stipend this as a permanent sport and now needs official retroactive vote to make varsity. <p><i>Mr. Cancio-Bello made the motion to approve Bass Fishing retroactively as a varsity sport. Ms. Mastin seconded. The motion carried 9-0-0 (Chair voted).</i></p> <p>B. KRHS STEAM Renovation Design</p> <ul style="list-style-type: none"> • Need more time to educate the public. • Need approval on project as presented to keep moving forward. • Steam Base scope – 15,643,605 • Alternates – Roof replacement – 2,462,161; PE Commons – 1,185,598; Maintenance Enhancements 2,672,285 and Building Generator – 306,595. TOTAL – 22,270244. <p><i>Mr. Cancio-Bello made the motion to move forward on the Steam project as presented. Mr. Cushing seconded. The vote carried 9-0-0 (Chair Voted).</i></p> <p>C. End of Year Budget Transfers – Larry LeBoeuf</p> <ul style="list-style-type: none"> • None to report. <p>D. Opening Plan 2.0</p> <ul style="list-style-type: none"> • Schools are considered low risk environments. Governor changed guidance/recommendations. • Retain 3-6 feet distance; no masks. Masking only for transportation. Continue to follow DHHS guidance (CDC is holistic for all; DHHS is NH specific). • Be ready to vote on CDC/DHHS most current info on August 7th. <p><i>Ms. Casey makes the motion to accept and execute Re-Opening Plan 2.0 immediately. Mr. Cancio-Bello seconded. The motion carried 7-1-0.</i></p>
<p>VIII. New Business</p>	<p>A. Summer Projects 2021 – Todd Fleury, Director of Facilities</p> <ul style="list-style-type: none"> • Presented a list (per school) on capital projects and district-wide facilities recovery projects to occur in summer 2021. • All Budgeted. <p>B. Special Education Contract Approvals Larry Elliott, Director of Student Support Services</p> <ul style="list-style-type: none"> • Handout offered showing breakdown of out of district placements. • <i>Mr. Cushing made the motion to approve the out of school tuition for 9 students for \$610,883.30. Ms. Schultz seconded. The motion carried 8-0-0.</i> • Handout offered showing the breakdown of contracted service

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	<p style="text-align: center;">providers.</p> <p>Ms. Casey made the motion to approve the contracted service providers totaling \$367,000. Mr. Cancio-Bello seconded. The motion carried 8-0-0.</p> <p>C. Erate Funds/ Wireless Renewals – Barbra Turner</p> <ol style="list-style-type: none"> 1. New Laptops for teachers – five year replacement. <p>Ms. Schultz made the motion to approve SHI as the vendor for 70 Lenovo laptops for \$56,862.40. Ms. Casey seconded. The motion carried 8-0-0.</p> <ol style="list-style-type: none"> 2. Switch upgrades in HS, MS and Elementary schools. <p>Mr. Cancio-Bell made the motion to accept Omada as the vendor for \$20,214.40. Mr. Cushing seconded. The motion carried 8-0-0.</p> <ol style="list-style-type: none"> 3. Wireless APs with one year support (73 total) <p>Mr. Cushing made the motion to accept WCA as vendor for \$12, 030.03. Ms. Mastin seconded it. The motion carried 8-0-0.</p> <ol style="list-style-type: none"> 4. Internet/ELAN services. <p>Mr. Cushing made the motion to accept FirstLight as vendor for \$7,488.64. Mr. Cancio-Bello seconded. The motion carried 8-0-0.</p> <p>D. Photocopier & Managed Print Services RFP Barb Turner, Director of Technology</p> <ol style="list-style-type: none"> 1. Photocopier Contract renewal; Canon Option A <p>Mr. Cancio-Bello made the motion to accept photocopier contract renewal for five years with canon for \$245,706.58. Ms. Bates seconded. The motion carried 8-0-0.</p> <ol style="list-style-type: none"> 2. Managed print service – requesting rejection of bids. <p>Mr. Cushing made the motion to reject the current bids. Mr. Gregoire seconded. The motion carried 8-0-0.</p>
<p>IX. School Board Committees</p>	<p>Human Resources as reported by Alison Mastin:</p> <ul style="list-style-type: none"> • May 26 Meeting • Discussed goals • Recruitment of better employees. • Professional development for staff • Alternative certification through state <p>Communications as reported by Alison Mastin:</p> <ul style="list-style-type: none"> • Market the new STEAM wing <p>Facilities as reported by Emilio Cancio-Bello:</p> <ul style="list-style-type: none"> • Pollinator Gardens at schools

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	<ul style="list-style-type: none">• Study to be conducted on how to best address cooling issues at MS.• Public presentation for STEAM wing.• Propane buses are rolling now.• Still issues with hiring bus drivers.
XI. Non-Public Session	N/A
XII. Adjourn	<i>Motion made by Ms. Mastin to adjourn at 9:13 pm. It was seconded by Ms. Schultz. The motion carried 8-0-0.</i>

Respectfully submitted,

Joni Boucher
Clerk, KRSD School Board

UNAPPROVED DRAFT

AMOUNT OF TRANSFER	INCREASE TO LINE (DEBIT)	BALANCE AFTER TRANSFER	DECREASE FROM LINE ITEM # (CREDIT)	BALANCE AFTER TRANSFER
\$ 3,800.00	100-1100-57330-19-3-00-0000 NEW FURN BRADFORD	\$ 9,800.00	100-1100-52110-19-3-00-0000 Bradford health	\$ 82,413.49
\$ 3,000.00	100-1100-57330-19-4-00-0000 NEW FURN SIMONDS	\$ 15,000.00	100-1100-52110-19-3-00-0000 Bradford health	\$ 79,413.49
\$ 8,400.00	100-1100-57330-19-5-00-0000 NEW FURN NLES	\$ 22,299.24	100-1100-52110-19-3-00-0000 Bradford health	\$ 71,013.49
\$ 3,000.00	100-1100-57330-19-6-00-0000 NEW FURN SUTTON	\$ 7,500.00	100-1100-52110-19-3-00-0000 Bradford health	\$ 68,013.49

\$ 18,200.00

IMPACT : - None, for purchase of desks and chairs elem schools

Building Principal Signature _____ Originator Signature _____

Recommended: APPROVED _____ DISAPPROVED _____ DATE _____ Signature _____
 (Business Administrator)

Recommended: APPROVED _____ DISAPPROVED _____ DATE _____ Signature _____
 (Superintendent of Schools)

The above Request of Transfer is in accordance with School Board Policy DBJ-E

Approved _____ Disapproved _____ Date of Board Resolution _____

Original - Business Administrator 1st Copy - Superintendent 2nd Copy - Originator One copy to be returned after approval DBJ-E

AMOUNT OF TRANSFER	INCREASE TO LINE (DEBIT)	BALANCE AFTER TRANSFER	DECREASE FROM LINE ITEM # (CREDIT)	BALANCE AFTER TRANSFER
\$ 9,700.00	100-1100-57310-19-6-00-0000 SUTTON INSTRUCTIONAL EQUIPM	\$ 10,050.00	100-1100-52110-19-6-00-0000 INSTRUCTIONAL SUTTON HEAL	\$ 4,998.76

\$ 9,700.00

FY 21-22

IMPACT : - None, for purchase Library shelves and carts sutton

Building _____
Principal Signature _____

Originator _____
Originator Signature _____

Recommended: APPROVED DISAPPROVED _____
(Business Administrator) DATE _____

Recommended: APPROVED DISAPPROVED _____
(Superintendent of Schools) DATE _____

The above Request of Transfer is in accordance with School Board Policy DBJ-E

Approved _____ Disapproved _____ Date of Board Resolution _____

Original - Business Administrator 1st Copy - Superintendent 2nd Copy - Originator One copy to be returned after approval DBJ-E



Kearsarge Regional School District - Purchase Recommendation

General Information

Description:	Furniture – Middle school
Sole Source:	Yes
RFP Number:	
RFP Date:	
RFP Post Location:	
Budgeted Item:	Yes
Line Item:	100-1100-57370-20-2-00-0000

Low Bid Information

Vendor	Description	Bid
School Furnishings		\$22,825.00

Purchase Recommendation

Vendor	Bid
School Furnishings	\$22,825.00

Comments:	Purchasing chairs. To keep consistent they are using same model and manufacturer.
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Kearsarge Regional School District - Purchase Recommendation

General Information

Description:	Furniture – All Elem locations
Sole Source:	No
RFP Number:	
RFP Date:	6/25/2021
RFP Post Location:	
Budgeted Item:	Yes
Line Item:	

Low Bid Information

Vendor	De sc ri p t i o n	Bid
LakeShore		\$ 56,580.50
Trox		\$ 44,407.94
School Furnishings		\$ 32,883.90
School Specialty		\$ 22,408.60
Wb Mason		\$ 18,150.50
Staples		\$ 17,952.48

Purchase Recommendation

Vendor	Bid
Staples	\$17,952.48

Comments:	Purchasing chairs and desks all Elem locations.
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Kearsarge Regional School District - Purchase Recommendation

General Information

Description:	Branching Minds 21-22
Sole Source:	Yes
RFP Number:	
RFP Date:	
RFP Post Location:	
Budgeted Item:	Yes
Line Item:	100-1100-56100-19-0-06-0000 DISTRICTWIDE CURRICULUM

Low Bid Information

Vendor	Description	Bid
Branching Minds		Response to Intervention (RTI)

Purchase Recommendation

Vendor	Bid
Branching Minds	\$12,462.00

Comments:	Used this vendor for FY 20-21.
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Preamble:

The spirit and intent of this policy is meant to help both staff and students understand and appreciate the delicate necessary balance that exists in their relationships. This policy serves to define clearly the boundaries that their respective roles dictate. The Kearsarge Regional School District is committed to fostering a positive learning and working environment for all students and staff in order to promote educational excellence. The Kearsarge Regional School District's Appropriate Staff / Student Relationships Policy shall serve as a statement on appropriate conduct and relationships between students and staff of the Kearsarge Regional School District.

Definitions:

For purposes of this policy, "staff" refers to all Kearsarge Regional School District employees, contracted service personnel, SAU employees, and any volunteers working on school property.

For purposes of this policy, "student" refers to all Kearsarge Regional School District individuals in grades preschool through twelve.

Policy:

All staff must be aware that students of all ages and intellect are susceptible to influence by both staff and fellow peers. While this influence most often yields positive educational results, it can also be used in a manner that is entirely inappropriate. Accordingly, staff must be cognizant of their appropriate roles and professional duties in the development of students. Similarly, staff must be cognizant of the imbalance of power that exists in relationships between staff and student. This imbalance of power can remain long after the student has graduated from the Kearsarge Regional School District. Due to this imbalance of power, students are vulnerable and cannot always make proper decisions with regard to interactions with staff. Thus, it is the School District's expectation that staff will recognize and respect this vulnerability when interacting with students. Accordingly, it is the responsibility of staff not to take advantage of, or otherwise exploit this imbalance of power, to further any non-educational, personal, or inappropriate objective. In particular, staff members are prohibited from engaging in any romantic, sexual, or physical relationship with students, including former students, for a period of up to eighteen (18) months after graduation.

Staff are responsible for appropriate and professional conduct in all settings and in all forms of communication including, but not limited to, verbal communication/speech, written communications, Internet and e-mail communications, physical gestures, motions or any other form of interaction. Personal relationships with students that are not related to legitimate

educational purposes may also violate this policy depending upon the circumstances. However, it is understood that many personal relationships between staff and students are entirely appropriate and develop through mutual interest, family, or neighborhood interactions. So long as these relationships maintain the essential and appropriate professional boundaries, they shall not be deemed a violation of this policy. Regardless of a student's advances, gestures or comments, it is the staff's responsibility to terminate any relationship that would otherwise violate this policy. As such, it is the staff's responsibility to ensure that student relationships remain within appropriate boundaries. Failure to adhere to the requirements of this policy may result in severe consequences, up to and including termination.

This policy does not preclude legitimate, non-sexual, physical conduct such as the use of necessary restraints to avoid physical harm to persons or property, or conduct otherwise necessary to respond to, or otherwise address, legitimate educational situations or objectives. Staff shall not conduct activities, which are not directly related to school functions, on a group or one-on-one basis with students outside of school. Similarly, staff shall not single out students from the general student population for special treatment (e.g., gifts, dinners, and rides) without prior consent of the student's parent and/or advance notice to the School District. The District must approve all staff activities with students occurring outside of the classroom or without an educational purpose or objective.

Any question by staff as to the appropriateness of an activity, relationship, or interaction with a student should be directed to the principal or designee. All inquiries regarding the appropriateness of an activity or relationship will be confidential to the fullest extent appropriate. Any and all staff that suspect an inappropriate relationship may exist between a staff member and a student are required to immediately notify, orally or in writing, the principal or designee. Submission of a good faith report of a suspected violation of this policy will not adversely affect the reporting individual's employment.

The staff of the Kearsarge Regional School District must understand that this Appropriate Staff / Student Relationships Policy is a condition of employment. As a condition of employment, the Kearsarge Regional School District reserves the right to monitor, access, investigate and/or review, at any time and without advance notice to staff, the appropriateness of any activity or relationship between staff and students, in order to protect the health, welfare, and safety of the District, its staff and students.

See Also:

[ACAA – Harassment and Sexual Harassment of Students](#)
[GBEA – Staff Ethics](#)

Legal References:

[N.H. Code Admin. R. Ed 510](#)