

**EMPLOYEE JOB ACTIONS
(Unauthorized Staff Absences)**

The School Board is committed to uphold the law of the State of New Hampshire that any strike, job action or withholding on services by a public employee is illegal. See RSA 273-A:13.

Any employee of the Board who engages in a strike, job action, withholds any service, absents himself/herself without leave or authorization, or declines to perform all of his/her duties and responsibilities shall 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 are expected not to discuss school district labor disputes- especially with the student population. Any employee who so acts is subject to the above disciplinary measures, including dismissal.

Legal Reference:

RSA 273-A:13, Strikes Prohibited

Farrelly v. Timberlane Regional School Dist., 114 N.H. 560 (1974)

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