

SE-4: TREATMENT OF STAFF

Adopted: 07/26/00

Revised: 01/24/02; 03/13/03; 11/13/03; 09/22/16

With respect to the treatment of paid and volunteer staff, the Superintendent shall cause conditions that are equitable, nondiscriminatory, dignified, organized and clear.

Further, without limiting the scope of the foregoing by this enumeration, he or she shall:

1. Operate with written personnel rules which:
 - A. Clarify rules for staff and volunteers.
 - B. Provide for effective handling of grievances in a timely manner.
 - C. Protect against wrongful conditions, such as nepotism and grossly preferential treatment for personal reason.
2. Establish rules banning discrimination against any staff member for non-disruptive expression of dissent.
3. Acquaint staff with the Superintendent's interpretation of their protections under this policy.
4. Recognize contributions by employees in a timely manner.
5. Promote a positive work environment at all levels.