



Title: **EL 2.3 -- Treatment of Staff**

Code: 2.03

Section: 2. ELs -- Executive Limitations

With respect to treatment of paid and volunteer staff, the Superintendent will not cause or allow conditions, procedures, actions or decisions that are unclear, unfair, unsafe, untimely, undignified, or unresponsive.

Accordingly, the Superintendent will not:

1. Allow paid or volunteer staff whose background checks fail to meet district standards to have unsupervised contact with students;
2. Operate without ensuring paid staff is provided with written personnel policies, approved by legal counsel, which clarify personnel rules, provide for effective staff evaluations and handling of complaints, and protect against wrongful conditions.
3. Fail to inform paid staff of this Staff Treatment policy and the Superintendent's interpretations of their protections under this policy;
4. Prevent staff from bringing complaints to the Board of Education when internal complaint procedures have been exhausted and the staff member alleges that district policy has been violated.
5. Allow retaliation against a paid staff member for non-disruptive, internal expression of dissent, or for reporting to management or to the Board (per the complaint process in the personnel manual) acts or omissions by paid or volunteer staff or the Board that the employee believes, in good faith and based on credible information, constitutes a violation of state or federal law or a governing policy of the Board.
6. Allow staff to be unaware of opportunities to participate on district committees.
7. Allow staff to be unprepared to deal with emergency situations.
8. Fail to ensure that staff are valued and supported.

Date Adopted/Last Revised: October 7, 2010, October 20, 2011

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Last Reviewed: **October 09, 2025**
