



## **Board Policies**

### **EL 2.2 - Treatment of Staff**

Policy Type: Executive Limitation  
Policy No.: EL 2.2  
Policy Title: Treatment of Staff  
Monitoring: Frequency - Three-year Review Cycle

The School Director shall neither cause nor allow organizational circumstances or actions for staff, including employees, independent contractors and volunteers that are unfair, undignified, disorganized or unclear.

Among other things, the School Director shall not:

1. Operate without appropriate personnel rules that:
  - a. Communicate clear expectations to staff prior to required compliance, including expectations regarding job products or results, authority limitations, standards of performance, and evaluation schedules;
  - b. Provide for effective handling of grievances; and
  - c. Protect against wrongful conditions, such as nepotism and grossly preferential treatment for personal reasons.
2. Reprimand or discriminate against any staff member for expressions of dissent which are consistent with the school learning method and school professional culture.
3. Prevent staff from grieving to the Board when:
  - a. Internal grievance procedures have been exhausted; and
  - b. The staff member alleges that Board policy has been violated to his or her detriment.
4. Fail to acquaint staff with the School Director's interpretation of their protections under this policy.
5. Fail to assess the climate and culture of the school around the Global Limitations by obtaining school employee input and publishing findings.
6. Allow staff to be unprepared to deal with emergency situations.
7. Make significant operational or programmatic decisions without an intentional process that gathers and considers input from staff.

Adopted by Board: January 24, 2017  
Revised/Reviewed by Board: April 28, 2020  
Revised/Reviewed by Board: February 23, 2021  
Revised/Reviewed by Board: December 18, 2023  
(continue adding Revised/Reviewed dates)