

With respect to the treatment of paid and volunteer staff, the Superintendent may not cause or allow conditions which are unsafe, undignified, disorganized, or unclear.

Further, without limiting the scope of the foregoing by this enumeration, he or she shall not:

1. Operate without written personnel rules which: (a) clarify rules for staff, (b) provide for effective handling of grievances, and (c) protect against wrongful conditions, such as nepotism and preferential treatment for personal reasons.
2. Fail to communicate clear expectations to staff prior to required compliance; including performance expectations, authority limitations, standards of performance and evaluation timelines.
3. Prevent staff from grieving to the Board when (a) internal grievance procedures have been exhausted and (b) the staff member alleges Board policy has been violated to his, her or the district's detriment.
4. Allow reprisal against staff:
  - a. for non-disruptive internal expression of dissent; or
  - b. for reporting to management or the board (per district policy and established complaint and grievance processes) acts or omissions by staff or the board; and,
  - c. that the staff member believes in good faith and based on credible information, constitutes a violation of state or federal law or governing policy of the board.
5. Fail to appropriately train and equip staff to respond to foreseeable emergency situations.
6. Fail to acquaint staff with the Superintendent's interpretation of their protections under this policy.
7. Fail to assess the climate and culture of the district by obtaining staff input, publishing findings, and developing a plan to utilize the findings to improve operations and practices.