

Chetek-Weyerhaeuser Area School District

Adopted: 3-24-03

Board of Education Policies

Revised: 6-21-04

Witnessed by Clerk: _____

EL-4 Staff Treatment

With respect to treatment of paid and volunteer staff, the superintendent shall not cause or knowingly allow conditions, procedures, actions or decisions which are unlawful, unethical, unsafe, disrespectful, disruptive, undignified or in violation of Board policy.

Accordingly, the superintendent may not:

1. Fail to conduct required background inquiries and checks prior to hiring any paid personnel or making reasonable background checks prior to utilizing the services of any volunteers.
2. Fail to recommend only highly qualified candidates to the Board for staff appointment.
3. Fail to aggressively recruit and retain a qualified and diverse staff:
 - a. including meaningful volunteer experiences to support teachers and students.
4. In the absence of a collective bargaining agreement, operate without written district personnel policies or procedures which:
 - a. Clarify personnel rules and procedures for staff.
 - b. Provide for effective handling of complaints.
 - c. Include adequate job descriptions for all staff positions.
 - d. Include salary and compensation plans that comply with state law.
 - e. Include an effective personnel performance-evaluation system
 - f. Establish procedures for reductions in force.
 - g. Protect against sexual harassment.
 - h. Protect against discrimination based upon age, sex, race, religion, national origin, ancestry, creed, pregnancy, marital or parental status, sexual orientation or mental, emotional or learning disability.
5. Prevent staff, not covered by a collective bargaining agreement, from appealing to the Board when the staff member alleges that Board policy has been violated.
6. Fail to protect confidential information.
7. Fail to honor the terms of negotiated agreements with staff.
8. Fail to provide staff with an opportunity to become familiar with the provisions of this policy.

Monitoring Method: Internal report

Monitoring Frequency: Semi-annually in March and September