

RESOLUTION OF THE BOARD OF EDUCATION  
OF  
DOUGLAS COUNTY SCHOOL DISTRICT RE-1  
CONDEMNING THE INTIMIDATION AND MISTREATMENT OF STAFF  
BY ANY DISTRICT SUPERVISOR OR OTHER STAFF

WHEREAS, the Douglas County School District does not tolerate bullying or mistreatment in any form; and

WHEREAS, the DCSD Board of Education and Superintendent understand that a safe, professional, and collaborative environment is best for staff and students; and

WHEREAS, the role of the Board of Education is to assure successful organizational performance; and

WHEREAS, it is important for teachers, administrators, and other district staff to model behaviors we expect from our students; and

WHEREAS, it is expected that the entire DCSD engage in collaborative, positive behavior and discussion to benefit and further the education of our students; and

WHEREAS, BOE policy EL 1.2 states that the superintendent shall not cause or allow conditions or procedures that are unsafe, disorganized, unclear, or undignified; and

WHEREAS, BOE policy EL 1.2.2 states that the superintendent shall not retaliate against staff for non-disruptive internal expressions of discontent; and

WHEREAS, BOE policy EL 1.2.5 states that the superintendent shall not fail to acquaint staff with their rights and has done so by causing relevant Policy Governance policies to be published on the District's website; and

NOW THEREFORE, BE IT RESOLVED, the Board demands the following;

- That bullying and mistreatment will not be tolerated; and
- That documented bullying and mistreatment incidents can be included in the employee review process as part of CITE and LEAD Standard 5 (Professionalism); and
- That the Board of Education and all DCSD staff will strive to provide a safe, supportive, and accepting environment for students and staff, and will not tolerate behaviors that are damaging to that environment; and
- That staff shall not be persuaded, prevented, or discouraged from any communication with Board members in accordance with Policy Governance EL 1.2.2, EL 1.2.3, and EL 1.2.4; and
- That the superintendent be directed to draft applicable policy revisions that provide information regarding employee rights in the dispute resolution process; and

- That said policy revisions should include appropriate appeal procedures in the event that an employee is dissatisfied with the outcome of the dispute resolution process; and
- That anyone found in violation of the policy revisions be subject to discipline up to the removal from their position.

APPROVED this 15 day of March, 2016, by a vote of 7-0.

DOUGLAS COUNTY SCHOOL DISTRICT RE-1

By: Meghann Silverthorn  
Meghann Silverthorn, President  
Board of Education

Attest:

By: Nond Chickelberger  
Board of Education Secretary