

### ***EL 3 Treatment of Staff and Volunteers***

With respect to treatment of staff and volunteers, the Superintendent shall not cause or allow organizational circumstances that are unlawful, unsafe, unethical, , inequitable, unclear, or in violation of policy.

Accordingly, the Superintendent shall not:

1. Operate without written personnel policies and/or procedures that comply with state and federal law and clarifies staff and volunteer rules and expectations which provide for effective handling of grievances, and protects against harmful or dangerous conditions.
  - 1.1. Permit staff to be without adequate protection from harassment from any party in their work environment.
  - 1.2. Prevent or inhibit staff and/or volunteers from pursuing grievance remedies available to them at law or in District policies.
2. Utilize an employee performance evaluation system that does not comply with state law, is misaligned to the District's mission statement, and is unable to measure employee performance consistent with achieving the District's policies.
  - 2.1. Permit staff to be uninformed of the performance standards by which they will be assessed.
3. Permit staff to be without knowledge of the District's interpretation of their protections under this policy.
4. Allow conditions or practices that fail to promote a trusting, inclusive, safe, and collaborative working environment.
  - 4.1. Permit staff to be without reasonable opportunity for necessary professional growth and development.
  - 4.2.
  - 4.3. Operate facilities that are unsafe
  - 4.4. Operate facilities without adequate and lawful internal and external accessibility to staff and volunteers.
  - 4.5. Neglect to develop and communicate clear, understandable, and accessible expectations to staff and volunteers regarding educational and other products and services offered by the District.
  - 4.6. Neglect to solicit staff and/or volunteer opinion on issues relevant to their positions.
  - 4.7. Neglect to communicate relevant decisions to staff and volunteers in a timely manner.

- 4.8. Permit staff and volunteer accomplishments to go unacknowledged o.
5. Retaliate against any staff member for non-disruptive expression of dissent.
6. Permit staff to lack necessary training and preparation to address foreseeable emergency situations.
7. Permit staff to be without equitable access to employee benefits programs such as quality mental and/or behavioral health assistance.
8. Violate binding negotiated agreements which apply to staff.

Monitoring Method: Staff Monitoring Report

Monitoring Frequency: Annually (See *Agenda Planning Calendar*, GP-1.5)

**LEGAL REFS.:**

- C.R.S. 22-2-119 (duty to make inquiries prior to hiring)
- C.R.S. 22-9-103 (1.5) (definition of licensed personnel)
- C.R.S. 22-12-101 et seq. (Teacher and School Administrator Protection Act)
- C.R.S. 22-32-109 (1) (Board of education-specific duties)
- C.R.S. 22-32-109.1 (Board of education-specific duties)
- C.R.S. 22-32-109.7 (inquiries prior to hiring)
- C.R.S. 22-32-110 (Board power to be exercised in its judgment to discharge personnel)
- C.R.S. 22-32-126 (employment and authority of principals)
- C.R.S. 22-60.5-101 (Colorado Educator Licensing Act)
- C.R.S. 22-60.5-114 (3) (State Board can waive some requirements for initial license applicants upon request of school District)
- C.R.S. 22-60.5-201 (licensure reciprocity for out-of-state applicants)
- C.R.S. 22-61-101 (discrimination in employment of teachers prohibited)
- C.R.S. 22-61-103 (teacher's oath)
- C.R.S. 22-63-201 (all teachers must hold a teacher's license or letter of authorization)
- C.R.S. 22-63-202 (teacher employment contracts)
- C.R.S. 24-10-102 et seq. (governmental immunity)
- C.R.S. 24-34-402 (1) (discriminatory or unfair employment practices)
- C.R.S. 24-72-202 (4.5) (definition of personnel file in open records law)