

Policy Type: Executive Limitations**Staff Treatment**

With respect to treatment of paid and volunteer staff, the CEO 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 CEO may not:

1. Fail to make reasonable background inquiries and checks prior to hiring any paid personnel
2. Fail to recommend only the most highly qualified and best suited candidates to the Board for staff appointment
3. Operate without written personnel policies which:
 - a. Clarify personnel rules and procedures for staff
 - b. Provide for effective handling of grievances
 - c. Establish procedures for reductions in force
 - d. Include adequate job descriptions for all staff positions
 - e. Include salary and compensation plans that comply with state law
 - f. Include an effective personnel performance evaluation system
 - g. Protect against sexual harassment
 - h. Protect against gender, age, disability and ethnic bias or discrimination
4. Prevent staff from grieving to the Board when internal grievance procedures have been exhausted and the employee alleges that Board policy has been violated
5. Fail to protect confidential information
6. Fail to honor the terms of negotiated agreements with staff

7. Fail to provide staff with an opportunity to become familiar with their rights under this policy
8. Fail to seek reasonable advisory input from community and staff prior to filling principal vacancies

Adopted: JUNE 2000

Monitoring Method: Internal report
Monitoring Frequency: Annually in October

Telluride School District
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