

## STAFF INVOLVEMENT IN DECISION MAKING

Code **GBB** Revised **2/13**

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Purpose: To establish the basic structure for staff involvement in making the decisions under which the district operates.

The board believes that a school system functions best when all personnel are informed of the organization's major activities and goals. The board encourages recommendations and suggestions from all employees of the district on any phase of the district's operation. A free exchange of ideas designed to improve the district system creates an atmosphere which allows the board to seek the best ideas from everyone involved in the district's schools.

In the development of policies affecting the system, the board should seek the judgment and counsel of appropriate personnel before adopting such policies.

Personnel participation in decision making may include items listed below as they are appropriate to areas, programs and schools.

- policy development
- administrative rules development
- budget planning
- facilities planning
- strategic planning
- curriculum and instruction planning
- staffing

When developing rules, regulations and arrangements for the operation of the district, the superintendent will attempt to include at the planning stage those employees affected by such provisions.

Adopted 2/2/98; Revised 2/4/13

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### Legal references:

#### A. United States Code:

1. Title VII of Civil Rights Act of 1964, as amended, 42 USC 2000e – Prohibits discrimination in employment on basis of race, color, national origin, religion or sex.
2. Section 504(b) of Rehabilitation Act of 1973 – Prohibits recipients of Federal assistance from discriminating in employment of handicapped.
3. Title IX of the Education Amendments of 1972, 200 USC 1681, et seq. – Prevents discrimination on the basis of sex.
4. 42 USCA, Section 12101-12213 – Americans with Disabilities Act of 1990.