

PERSONNEL

Workforce Wellbeing

The board of directors is committed to supporting mental health in the workplace and recognizes that a wide range of issues may affect district staff. The district will implement policies and practices that promote a positive workplace climate, mutual respect and consideration, and diversity and inclusion of staff.

The superintendent or designee will establish a district committee to address workforce mental health, or may assign this responsibility to an existing district committee. The committee will share resources regarding secondary traumatic stress, stress management, and other mental health resources and supports available through the Office of the Superintendent of Public Instruction (OSPI), Educational Service District 123, and the School Employees' Benefits Board (SEBB). The committee will also make available to staff links to a secondary traumatic stress self-assessment tool and any associated resources. The committee, through the superintendent or designee, will provide a written report to the board at least once per year summarizing committee activities.

The District will regularly assess district-level and school building-level implementation of this policy and procedure. The assessment will include input from the District's workforce. The District will provide appropriate resources and training to schools and staff for continuous improvement.

Employee Assistance Program

To further support the mental health and wellbeing of its staff, the district will maintain, as funding permits, an employee assistance program.

The employee assistance program will provide professional and confidential assistance to employees and their families. Employees who are experiencing issues with alcohol or drug abuse; physical, mental or emotional illness; marital or family problems; legal or financial difficulties; or anything else affecting job performance are encouraged to utilize the employee assistance program.

Participation in the employee assistance program will not jeopardize employment or job promotion, nor shall such participation substitute for employer action(s) regarding evaluation, probation, and/or termination as provided for under collective bargaining agreements or board policies. The program will be evaluated as directed by the Superintendent.

Cross References:	Board policy 5010	Nondiscrimination
	Board policy 5011	Sexual Harassment of District Staff Prohibited
	Board policy 5242	Communications Responsibility

Board policy 5258

Drug-Free Schools, Community, and
Workplace

Board policy 5260

Professional Boundaries Between Staff and
Students

Legal References: SHB 1363 (Leg. 2021)

K-12 Workforce Secondary Traumatic
Stress—Model Policy and
Procedure

Adoption Date: August 24, 2021