NORTH THURSTON PUBLIC SCHOOLS

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EXECUTIVE LIMITATIONS MONITORING REPORT

EL-7 Staff Conduct and Transparency

FROM: Troy Oliver, Superintendent
DATE: January 21, 2025

The Human Relations and Staff Relations Policy focuses on achieving the Board priorities established in the district Ends Policies and in the Superintendent's aligned Ends Policy Interpretation and not place the district at risk by establishing the necessary policies, procedures, and trainings that support the protection of the district's staff resources.

Accordingly, the Superintendent will not implement Human Relations and Staff Relations procedures which fail to follow policy criteria contained within EL-7:

> Policy Criteria 3: Operate without written Human Resources policies and procedures which: 3.1 Clarify personnel rules and processes for staff; 3.2 Provide for effective handling of staff concerns and complaints; including an appropriate whistle-blower process consistent with collective agreements; 3.3 Protect against discrimination, harassment, or other mistreatment 3.4 Ensure staff are reasonably prepared to deal with emergency situations.

Superintendent/CEO Interpretation:

The Superintendent shall not allow the district to operate without policies and procedures which provide guidance regarding rules, reporting concerns and complaints, protection against discrimination, and preparation for emergencies.

Superintendent/CEO Evidence Report:
To comply with policy EL-7 #3, the district has adopted policies related to each of the above areas:

3.1: Non-Fraternization, Civility, Staff Electronic Resources and Digital Citizenship, Certification, Employee Work Schedules, and Maintaining Professional Boundaries, among others.
3.2: Reporting Improper Government Actions, Certificated Staff Duties, and Staff Conflicts of Interest, among others.
3.3: Non-discrimination and Affirmative Action, Sexual Harassment, Employment of Persons with Disabilities, and Maintaining Professional Boundaries, among others.
3.4: Employee Infectious Disease Control, School Closure, Regulation of Dangerous Weapons on School Premises, and Relations with Law Enforcement and Child Protective Agencies, among others.

These policies are regularly updated to align with the law and changes in related circumstances. The district works with Washington State School Directors' Association (WSSDA) to understand policy needs and to access sample policies. Staff complete trainings through the Safe Schools program on many of these trainings annually, and all policies are available through the District website for easy reference.

Conclusion:
This evidence demonstrates that we are in compliance with this Executive Limitations Policy.