

Northview Public Schools

Board of Education

Policy Type: Superintendent Limitations

Policy Title: 3.1 Treatment of People

Policy Reported: Semi-Annually: December & May

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With respect to interactions with staff, volunteers, customers and vendors, the Superintendent shall not cause or allow facilities, conditions, procedures, or decisions which are unsafe, disrespectful, inhumane, unfair, undignified, unnecessarily intrusive, or which fail to provide appropriate confidentiality and privacy. The Superintendent shall not:

3.1.1

Operate without clear personnel procedures, which (a) state personnel rules for staff, (b) provide for effective handling of grievances, (c) protect against wrongful or unsafe conditions, (d) protect against wrongful conditions, such as nepotism and preferential treatment for personal reasons and (e) fail to evaluate professional staff on an annual basis.

3.1.2

Fail to acquaint staff with their rights.

3.1.3

Materially change the conditions of any contractual agreement.

3.1.4

Further, without limiting the scope of the foregoing by this enumeration, retaliate against any staff member for non-disruptive expression of dissent.

3.1.5

Further, without limiting the scope of the foregoing by this enumeration, prevent staff from grieving to the Board of Education when (a) the internal grievance procedures have been exhausted and (b) the employee alleges that Board policy has been violated to his or her detriment.

Revised: November 24, 2009

Adopted: January 25, 2010

Revised and Adopted: January 10, 2011

Revised and Adopted: March 21, 2011

Revised and Adopted: June 27, 2011

Technical Revision: January 27, 2025