

West Bonner County School District

PERSONNEL

5203

General Staff Regulations

All employees are at all times subject to the authority and control of the superintendent and to such rules and regulations as he or she may from time to time issue with the consent of the board.

Staff Protection

The board will support, protect, and aid any school employee who suffers physical assault by a student or other person while acting within the course and scope of his or her employment and within the scope of the district's policies.

If a student or other person physically assaults a school employee, the incident will immediately be reported to the superintendent, who will then notify the board members, the student's parent/guardian, and the law enforcement agency, as the situation warrants.

Whistle Blower

All district employees are protected from retaliation for reporting waste or violations of any law, rule or regulation so long as the employee:

- Reports in good faith his or her belief that there is waste of public funds;
- Reports in good faith the violation or suspected violation of a law, rule or regulation;
- Participates in or gives information in an investigation, hearing, court proceeding, legislative or other inquiry, or other administrative review; or
- Objects to or refuses to carry out a directive that the employee believes in good faith to violate a law, rule, or regulation.

The district is forbidden from taking the following adverse action against an employee for exercising the employee's rights listed above:

- Discharging the employee;
- Threatening the employee; or
- Discriminating against the employee's employment.

Discrimination against employment includes compensation, terms, conditions, location, rights, immunities, promotions or privileges.

If the district takes adverse action or intends to take adverse action that is forbidden by the Idaho Protection of Public Employees Act, the employee may sue for damages or an injunction within one hundred eighty (180) days. If a court finds that adverse action was taken or threatened, the court may enjoin further adverse action, order the reinstatement of the employee, order

compensation for lost wages, assess a civil penalty not to exceed five hundred dollars (\$500), and order payment of the employee's attorney fees.

The district may be awarded attorney's fees when an employee brings suit without reasonable basis in fact or law.

Legal Reference: I.C. § 33-506
 I.C. § 6-901, et seq.
 I.C. § 18-916
 I.C. § 33-1222
 I.C. § 6-2101 et seq.

Policy History:

Adopted on: March 12, 2008

Revised on: