

Policy Type: Executive Limitations**Staff Treatment**

With respect to treatment of paid staff, the Superintendent shall not cause or knowingly allow conditions, procedures, actions or decisions which are unlawful, unethical, unsafe, disrespectful, disruptive, undignified or in violation of Board policy.

Accordingly, the Superintendent may not:

1. Fail to make reasonable background inquiries and checks prior to hiring any paid personnel
2. Fail to recommend only highly qualified candidates to the Board for staff appointment
3. Operate without written personnel policies which:
 - a. Communicate personnel rules and procedures for staff
 - b. Provide for effective handling of grievances
 - c. Include adequate job descriptions for all staff positions
 - d. Include salary and compensation plans that comply with state law
 - e. Include an effective personnel performance evaluation system
 - f. Fail to establish policies and procedures to protect against discrimination, bullying, hazing and harassment, which explicitly include everyone but are not limited to the following characteristics: race, color, religion, sex, sexual orientation, national origin, age, mental or physical disability, gender expression/identity, genetic information, or status with respect to marriage or public assistance, or status in any group protected by federal, state or local law.
4. Fail to protect confidential information
5. Fail to honor the terms of negotiated agreements with staff
 - a. Provide impacted staff reasonable written notice and the opportunity to respond to any action that would remove their position from a negotiating unit

Monitoring Method: ***Internal report***
Monitoring Frequency: ***Annually in November***
 Fargo Public Schools Board of Education