

POLICY: 400.12

### STAFF INVOLVEMENT IN DECISION-MAKING

The Board encourages employee participation in the decision-making process of the District. The Superintendent shall establish, when necessary, a system (e.g., committees) for seeking input on policies and rules for the functioning of the District. When the development of rules, regulations, and arrangements for the operation of the school system are being addressed, the Superintendent shall include, when feasible, those employees who will be affected.

The Superintendent shall establish a system for certificated and non-certificated personnel to communicate ideas and feelings regarding the District. He/she shall carefully consider the input given by staff, especially input given by groups representing large segments of the staff, and shall inform the Board of staff input when presenting reports of administrative action and/or presenting recommendations for Board action.

Adopted: 06/13/89  
Revised:  
Reviewed: 01/25/00, 07/24/07, 5/29/12, 9/26/16