

**GA Treatment of Staff**

10/25/12

GSBA Reference: GA (General Personnel)

With respect to treatment of paid and volunteer staff or those applying for such positions, the Cobb County Board of Education expects that the Superintendent shall establish the expectation that this group be treated fairly and with dignity, in a consistent, clear and professional manner. Further, without limiting the above, the Superintendent shall ensure:

1. No staff member or applicant shall be discriminated against for non-disruptive expression of dissent.
2. Staff are acquainted with Superintendent's interpretation of staff protections under this Policy.
3. Staff are prepared to deal with emergency situations.
4. That an employee may inform appropriate Cobb County School District (District) personnel of any activity constituting fraud, waste, or abuse in or relating to any District programs or operations and including "The Code of Conduct for Educators." No action shall be threatened or taken by the District as a reprisal for making a complaint or disclosing information unless the complaint was made or the information was disclosed with the knowledge that it was false or with willful disregard for the truth.
5. Written Personnel Rules which:
  - a. Clarify rules for staff.
  - b. Clarify District Rules and Superintendent's expectations for staff.
  - c. Provide for effective handling of grievances.
  - d. Protect against wrongful conditions such as nepotism or grossly preferential treatment for personal reasons or other wrongful conditions as outlined in Administrative Rules and State or Federal law.

Adopted: 5/9/07

Revised and re-coded: 10/25/12 (Previously coded as Board Policy SD-4)