

The board encourages employees to contribute their ideas for the betterment of the school system. School employees will be asked to help with developing policies, administrative procedures, and goals and objectives and with planning curricula, services, budgets, and facilities.

In devising rules and procedures for the operation of the schools, administrators shall seek the suggestions of those employees who will be affected by such provisions. When desirable, professional employees will be given an opportunity to contribute to curriculum development and to recommend policies and administrative procedures that pertain to students and instruction.

The superintendent shall develop channels for communicating ideas among employees, the administration, and the board and shall inform the board of employee opinions when presenting recommendations for board actions.

The board also recognizes that school system employees are a valuable resource in the continuous improvement of all school operations. Therefore, the board invites and encourages all school employees to offer ideas and suggestions for improving school operations through a formal employee suggestion program. The superintendent shall develop administrative procedures to implement such a program, which he or she may modify at any time. Individuals who participate in the suggestion program by offering ideas and suggestions may be awarded a certificate of appreciation or other reward. Issues concerning individual employees are not covered under this program and should be addressed pursuant to board policy 1750/7220, Grievance Procedure for Employees.

Legal References: G.S. 115C-36, 47

Cross References: Responding to Complaints (policy 1742/5060), Grievance Procedure for Employees (policy 1750/7220)

Adopted: April 18, 2016