



---

**EMPLOYEE RELATIONS**

APPROVED: 1992.07.07

REVISED: 1999.12.14

***POLICY***

The Board of Education shall promote cooperation in its dealings with individual employees and employee groups, strive to maintain a positive work environment for employees and students, and seek to maintain a collaborative school district.

***DEFINITIONS:***

A “**collaborative school district**” is one in which the professional autonomy of staff and the managerial responsibilities of the Board are harmonized around the common goal of providing the best educational opportunities for students.

“**Cooperation**” means working together towards a common purpose.

“**Collaboration**” means one or more persons successfully working with other persons to attain common or agree-on goals and objectives. Collaboration requires mutual respect and trust, clear commitments to common beliefs and values, meaningful consultation and involvement, shared decision-making, open, honest, ongoing two-way communication, risk, creativity and mutually acceptable processes and outcomes.

“**Harmonize**” means to achieve unity or bring into accord.

“**Managerial responsibilities**” are actions and activities carried out by the Board or its agents to provide and support quality educational services to learners within a positive work environment.

“**Professional autonomy**” is the ability and willingness to carry out assigned work responsibilities consistent with effective practice and in a manner congruous with the expectations of the profession, trade or job.

EMPLOYEE RELATIONS

***PREAMBLE***

This policy sets out a philosophy and direction for the district in its working relationships with individual employees and employee groups.

---

Approved: 1999.12.14



EMPLOYEE RELATIONS

**REGULATIONS:**

1. Each school or department shall develop processes and practices to promote cooperation and collaboration amongst all employees within a positive work environment to provide and support the best educational opportunities for students.

---

Approved: 1992.07.07

