

The board advocates the employee council concept and hereby establishes the USD No. 273 Employee Council.

Types and Functions

The employee council has been organized on the premise that the multiple responsibilities of the superintendent and the best interests of the entire district can be better served by establishing a means which will permit the best thinking of all staff members to be brought to bear on school problems. Although the board and the superintendent cannot absolve themselves from the responsibility for the establishment of policy and its administration, the council does provide for a two-way flow of information and effective action resulting from group thinking.

Members of the council act strictly in an advisory capacity. Their mission is to gather ideas, to present reactions of the personnel, to express opinions and to interpret school policy to other staff members in the light of detailed information they receive through the discussions in council meetings. The council provides for a frank and honest exchange of fact and opinion between the superintendent and administrative staff representatives.

Method of Appointment

Representative members shall be elected for two-year terms in April as follows: Four from the Beloit Elementary School, four from the Beloit Jr.-Sr. High School, and one to represent out-of-district Special Education Cooperative Employees. Classified representative members shall be elected for two-year terms in April as follows: One from the Beloit Elementary School, one from the Beloit Jr.-Sr. High School, and one to represent out-of-district Special Education Cooperative employees.

Organization

The chairman of the employee council, with the recommendations of the council, will determine the council's bylaws.

Resources

The employee council shall have at its disposal all of the personnel resources of the district normally used by the professional staff in fulfilling the organization's needs. The council may utilize outside consultants and resources to implement the council's activities to the extent that the district's financial capabilities will allow.

Personnel

The employee council may utilize any of the classified staff of the district to implement the council's activities with the approval of the superintendent.

Material

The employee council may utilize material purchased by the district to implement the council's activities.

Financial

The superintendent may recommend a budget to the board for the employee council.

Reporting

The board may, from time to time, call for such reports from the employee council, as the board deems necessary. Such reports should pertain to the activities of the council within the district and may take the form of recommendations of the council to the board on suggested topics.

Dissolution

The board, at its discretion, may dissolve the employee council at any time by resolution.

**APPROVED: August 6, 1973**

**AMENDED: October 8, 1984**

**REVISED: March 13, 2000**

**AMENDED: October 9, 2006**

**REVIEWED AND APPROVED: December 12, 2011**

**CL-R COUNCILS, CABINETS AND COMMITTEES**

**CL-R**

Employee Council shall adopt Bylaws which are consistent with board policy.

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