

### **Board-Staff Communications**

The Board desires to maintain open channels of communication between itself and the staff of the district. The basic line of communication will, however, be through the superintendent. It is the intent of the Board to enter into collective bargaining with staff as required by Oregon Law.

#### **Staff Communications to the Board**

All formal communications or reports to the Board or any Board committee from staff members will be submitted through the superintendent. This procedure will not be construed as denying the right of any employee to address the Board about issues which are neither part of an active administrative procedure, nor disruptive to the operation of the district. In addition, this procedure does not restrict protected labor relations communications of bargaining unit members. Staff members are invited to Board meetings, which provide an opportunity to observe the Board's deliberations on matters of staff concern.

#### **Board Communications to Staff**

All official Board communications, policies, and directives of staff interest and concern will be communicated to staff members through the superintendent. The superintendent will provide appropriate communication to keep staff fully informed of the Board's priorities, concerns and actions.

#### **Visits to Schools**

School visits by Board members will be regarded as informal expressions of interest in school affairs and not as "inspections" or visits for supervisory or administrative purposes. Official visits by Board members will be carried on only under Board authorization and with the full knowledge of staff, including the superintendent, principals and other supervisors.

#### **END OF POLICY**

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#### **Legal Reference:**

OAR 581-022-1720

Anderson v. Central Point School District, 746 F.2d 505 (9<sup>th</sup> Cir. 1984).

Connick v. Myers, 461 U.S. 138 (1983).

Lebanon Education Association/OEA v. Lebanon Community School District, 22 PECBR 323 (2008).