

Coos Bay School District 9

Code: **CCB**
Adopted: 2/09/87
Readopted: 12/01/09
Orig. Code(s): BG, CCB

Line of Authority and Staff Relations

Lines of direct authority shall be those approved by the Board and show on the district organization chart.

Personnel shall be expected to refer matters requiring administrative action to the administrator to whom they are responsible. That administrator shall refer such matters to the next higher administrative authority when necessary. Additionally, all personnel are expected to keep the person to whom they are immediately responsible informed of their activities by whatever means the person in charge deems appropriate.

It is expected that the established line of authority will serve most purposes. However, all personnel shall have the right to appeal any decision made by an administrative officer to the superintendent and the school Board or through grievance procedure negotiated with the employee groups.

Additionally, lines of authority shall not restrict in any way the cooperative, sensible working together of all staff members at all levels in order to develop the best possible school programs and services. The established lines of authority represent direction of authority and responsibility when the staff is working together. The lines represent avenues for a two way flow of ideas to improve program and operations of the school system.

In addition, this policy does not restrict protected labor relations communications of bargaining unit members.

The Board expects the superintendent to establish clear understandings on the part of all personnel of the working relationships in the school system.

END OF POLICY

Legal Reference(s):

[ORS 332.505](#)

[OAR 581-022-1720](#)

Anderson v. Central Point Sch. Dist., 746 F.2d 505 (9th Cir. 1984).

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

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

Cross Reference(s):

CC - Administrative Organization

CCA - Organization Chart