

Board Staff Communications

The Board desires to maintain open channels of communication between itself and the staff. Because the major role and responsibility of the Board is to manage/oversee district policy and resources and set district direction, the major line of communication will be through the superintendent.

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 or Board chair. Together the superintendent and Board chair will review these communications and reports and will set the agenda for the Board's work. A Board member will redirect a staff member when staff issues are about district operations, staff performance, or program concerns. Board members will ask the staff member to speak to their supervisor or to the superintendent regarding operational concerns. Protected labor relations communications of bargaining unit members with the Board may be maintained. Staff members are invited to Board meetings, which provide an opportunity to observe the Board's deliberations on matters of staff concern. Staff have the opportunity to address the Board directly at each Board meeting during Staff Testimony.

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. A Board member may communicate staff concerns to the superintendent after directing the staff member to speak directly to their supervisor or superintendent. The superintendent will provide appropriate communication to keep staff informed of the Board's priorities, concerns and actions. Board meeting agenda and notes are posted on the district website.

Visits to Schools

The superintendent actively will encourage district administration and staff to invite Board members to school events, school and district programs, student learning activities and staff training events. 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. Board members are welcome to volunteer to support school and district activities and events.

When a Board member initiates the request for a school visit, the Board member is asked to inform the Board chair or superintendent. Prior to a Board member initiated school visit a Board member will contact the building or district program administrator to schedule their visit to prevent Board member visits from interfering with the operation of the school or program. Board members are encouraged to participate as their schedule allows and may choose to report on their visit at the next Board meeting during the Board member report section of the agenda.

END OF POLICY

Legal Reference(s):

[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).