

## Line and Staff Relations

The Board asks the superintendent to establish a clear understanding of working relationships in the school system with all staff.

Staff are asked to refer matters requiring administrative action to the administrator to whom they are responsible. That administrator will refer such matters to the next higher administrative authority, when necessary. Additionally, all staff are asked to keep the person to whom they are immediately responsible informed of their activities.

District employees are asked to establish a cooperative working relationship with all staff members in developing the best possible district programs and services providing avenues for a two-way flow of ideas to improve the program and operations of the school system.

Protected labor relations communications of bargaining unit members with the Board may be maintained.

END OF POLICY

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### 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