

Elgin School District 23

Code: **GBD**
Adopted: 10/07/97
Readopted: 7/15/13
Orig. Code(s): GBD

Board-Staff Communications

Licensed staff members wishing to communicate with the Board concerning a school matter are to carry their concern first to their supervisor. A second step of communications for the employee is to present the matter to the principal (if appropriate within the organizational format) for consideration. The superintendent is the next appropriate supervisor to hear the concern. If the matter is still not resolved to the satisfaction of the employee, an audience with the Board may be requested via the superintendent to the Board chair. The Board chair shall cause to be placed on the agenda an audience with the staff member at the next regular Board meeting. The Board wishes to encourage the school employees to attend the Board meetings.

The Board desires to maintain open communication channels between itself and the staff. Therefore, the basic line of communication will be through the superintendent. However, this policy does not restrict protected labor relations communications of bargaining unit members. The superintendent will develop and recommend to the Board processes for communications between the Board and district employees.

Communications or reports to the Board or Board committee from any staff member or members should be submitted through the superintendent. This procedure should not be construed as denying the right of any employee to appeal to the Board from administrative decisions, provided that the superintendent is notified of the forthcoming appeal and the appeal is in accordance with applicable provisions of collective bargaining agreements and the Board's policies on complaints.

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

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).

Cross Reference(s):

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