

# InterMountain Education Service District

Code: **CCB**  
Adopted: 1/19/11

## Line and Staff Relations

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

Lines of direct authority will be those approved by the Board and shown on ESD organization charts.

Staff will be expected to refer matters requiring administrative action to the supervisor to whom they are responsible. That supervisor will refer such matters to the next higher administrative authority, when necessary. Additionally, all staff 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.

Lines of authority should not restrict the cooperative working relationship of all staff members in developing the best possible ESD programs and services. In addition, this policy does not restrict protected labor relations communications of bargaining unit members. The established lines of authority represent direction of authority and responsibility. When the staff are working together, the lines represent avenues for a two-way flow of ideas to improve the program and operations of the ESD.

END OF POLICY

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### Legal Reference(s):

[ORS 334.125\(5\)](#)

[ORS 334.225](#)

[OAR 581-024-0240](#)

[OAR 581-024-0245](#)

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 - Organizational Chart