

**Lake Oswego  
School District 7J**

Code: **BG/GBD**  
Adopted: 12/05/83  
Readopted: 6/08/09; 10/06/14; 1/13/15  
Orig. Code(s): 4180

**Board-Staff Communications**

The Board desires to maintain open communication channels between itself and the staff. 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 will not be construed as denying the right of any employee to address the Board about issues which are neither part of an active administrative procedure, nor disruptive to the operation of the district.

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

The Board believes open, forthright communication between the Board and all employees is critical to the success and well being of the district. Formal, organizational perspective communication between the Board and the staff is almost always delivered through the superintendent. Informal, individual perspective communication is expected to take place between individual Board members and employees on an ongoing basis. It is the responsibility of the superintendent to work closely with the Board to ensure that opportunities and processes for formal and informal communication between the Board and the staff, as well as between individual Board members and the staff, are always in place.

Formal reports to the Board and to any committee of the Board are to be scheduled through the superintendent or his/her designee. All employees have the right to address the Board about issues in accordance with district practices and guidelines.

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

END OF POLICY

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**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 232 (2008)