

Malheur Education Service District

Code: **BG**
Adopted: 8/16/05
Readopted: 7/15/14
Orig. Code(s): BG

Board-Staff Communications

The Board supports and encourages open communications with the management and confidential personnel of the ESD. Therefore, the Board invites a meet, confer and consult relationship between the Board and management and confidential personnel for salary, benefits and other economic related conditions of employment. Other areas of employment shall be handled administratively or through Board policy and administrative rule.

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. 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 ESD. In addition, this procedure does not restrict protected labor relations communications of bargaining unit members. Staff members are invited to Board meetings, which provide an opportunity to observe the Board's deliberations on matters of staff concern.

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. The superintendent will provide appropriate communication to keep staff fully informed of the Board's priorities, concerns and actions.

Visits to Sites

Site visits by Board members will be regarded as informal expressions of interest in ESD programs and services and not as "inspections" or visits for supervisory or administrative purposes. Official visits by Board members will be carried on only under Board authorization and with the full knowledge of staff, including the superintendent, administrators and other supervisors.

END OF POLICY

Legal Reference(s):

[ORS 334.125\(7\)](#)

[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):

GBD - Board-Staff Communications