

# Multnomah Education Service District

Code: **CCB**  
Adopted: 9/20/94  
Revised/Readopted: 11/16/10; 8/01/13

## Line and Staff Relations

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

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

Staff shall 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 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 MESD.

END OF POLICY

---

### 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).

Lebanon Education Association/OEA v. Lebanon Community School District, Case No. VP-4-06, 22 PECBR 323 (2008).

### MESD Policy Cross Reference(s):

AA - MESD Purpose and Goals  
AB - Mission, Vision, Values  
AD - Educational Philosophy  
BG - Board-Staff Communications  
CC - Administrative Organization  
GB - Personnel Policies  
GBM - Staff Complaints  
GBN/JBA - Sexual Harassment  
GBNA - Hazing/Harassment/Intimidation/Bullying/Menacing-Staff  
GCPD - Discipline and Dismissal of Employees