

**North Wasco County
School District 21**

Code: **BG**
Adopted: 2/12/98
Revised/Readopted: 1/14/04; 10/22/15
Orig. Code(s): BG

Board-Staff Communications

The Board desires to maintain open channels of communication with staff. The basic line of communication, however, will be through the superintendent. The superintendent will develop and recommend to the Board processes for communications between the Board and district employees.

Communication or reports to the Board or any 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 address the Board about issues which are neither part of an active administrative procedure, or disruptive to the operation of the district. The accepted procedure would be to appeal to the Board from administrative decisions and extend the courtesy of providing the superintendent with notification of the forthcoming appeal and that the appeal has been processed in accordance with applicable provisions of collective bargaining agreements and the Board's policies on complaints. The guidelines in this paragraph are not intended to restrict any person from expressing opinions, concerns or questions in any open public meeting held by the Board. These guidelines are, however, designed to provide for administrative awareness and response, as well as enhancing communication and relationships. This procedure does not restrict protected labor relations communications of bargaining unit members.

All official communications, policies and directives of staff interest and concern will be communicated to staff members through the superintendent or designee, and he/she will employ such media, as appropriate, to keep staff fully informed of the Board's priorities, concerns and actions.

School visits by Board members will be regarded as informal expressions of interest in school affairs 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, principals and other supervisors.

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):

GBD - Board-Staff Communications

KK - Visitors to District Facilities

