

North Santiam School District

Code: **CCB**
Adopted: 7/01/96
Readopted: 8/21/97
Orig. Code(s): CCB

Line and Staff Relations

The Board expects the superintendent to establish clear understandings on the part of all personnel of the working relationships in the district.

Lines of direct authority will be those approved by the Board and shown on the district organizational chart.

Staff members will be expected to refer matters requiring administrative action to the administrator to whom they report. That administrator will refer such matters to the next higher administrative authority, when necessary. All staff will inform their immediate supervisor of their activities by whatever means the supervisor considers appropriate.

Lines of authority should not restrict the cooperative, sensible working relationship of all staff members, at all levels, in order to develop the best possible school 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 work together, the lines represent a two-way flow of ideas to improve the programs and operations in the district.

END OF POLICY

Legal Reference(s):

[ORS 332.505](#)

[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).