

MEDFORD AREA PUBLIC SCHOOL DISTRICT

DATE ADOPTED: March 20, 1979 **FILE SECTOR: PERSONNEL**
DATE REVISED: May 14, 1991 **POLICY TITLE: BOARD-STAFF**
DATE REVISED: December 16, 1999 **COMMUNICATIONS**
DATE REVISED: May 18, 2006
DATE REVISED: October 29, 2012
DATE REVISED: December 17, 2018

The board of education (BOE) desires to maintain open channels of communication between itself and the staff.

Staff Communications to the BOE

All communications or reports to the BOE or any BOE committee from principals, supervisors, teachers or other staff members shall be submitted through the district administrator. This procedure shall not be construed as denying the right of any employee to appeal to the BOE administrative decisions on important matters provided the district administrator shall have been notified of the forthcoming appeal and it is processed in accordance with the BOE's policy on complaints and grievances. Staff members are also reminded that BOE meetings are public meetings. As such, they provide an excellent opportunity to observe firsthand the BOE's deliberations on problems of staff concern.

BOE Communications to Staff

All official communications, regarding matters of day-to-day school operations including, but not limited to, contract administration, directive, policies, curriculum design, programming and implementation, fiscal, budget and requisition matters, discriminating complaints and complaints against school personnel necessitate a structured line of communication through the district administrator. The district administrator will employ all such media as are appropriate to keep staff fully informed of the BOE's problems, concerns and actions.

Social Interaction

Staff and BOE members share a keen interest in the schools and in education generally, and it is to be expected that when they meet at social affairs and other functions, they will informally discuss such matters as educational trends, issues and innovations and general school district problems. However, staff members are reminded that individual BOE members have no special authority except when they are convened at a legal meeting of the BOE or vested with special authority by BOE action. Therefore, discussions by either party of personalities or personnel grievances will be considered as evidence of unethical conduct.

CROSS REFERENCE: BBF, BBFA, BCD, BCF, BD, BDDH, & KLD
LEGAL REFERENCE: