

**BOARD-STAFF COMMUNICATIONS**

The School Board desires to maintain and encourage open channels of communication with staff. Notwithstanding, staff will generally direct communication to the School Board through the Superintendent.

**A. Staff Communications to the Board**

Staff shall submit all official communications, meaning expressions made within a staff member’s professional capacity, to the Board or its committees through the Superintendent. To affect this policy, the Board expects staff members to submit communications to their supervisor and/or consistent with the chain of command established by the Superintendent for business of the school corporation. This policy is not intended to deny any staff member the right to take appeals to the Board through established procedures or infringe on a staff member’s constitutional rights.

**B. Board Communications to Staff**

Likewise, the Superintendent will communicate all official messages, policies, and directives of the Board to staff. The Superintendent shall also keep staff members appropriately informed of the Board's problems, concerns, and actions.

**C. Social Interaction**

Both staff and Board 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 activities of the District. However, since Board members have no special authority except when they are convened at a legal meeting of the Board or vested with special authority by Board action, discussions between staff and Board members regarding confidential subjects including, but not limited to, personnel grievances and problems, student due process, contract negotiations, and litigation, will be considered unethical conduct.

**Commented [A1]:** Mutual language prohibiting bypass in bargaining is not included in this policy and it does not need to be. But something can be included if you wish. For example, a simple description of the legal standard could be included stating that the board will not bypass exclusive representative when communicating to staff on topics of bargaining. And staff will not take steps to manipulate what members of administration they must bargain.

**Commented [Au2R1]:** D.A. reviewed

**Commented [A3]:** This language attempts to direct staff to first start with their supervisors rather than going directly to the Superintendent and to follow procedures.

**Commented [Au4R3]:** D.A. reviewed

I.C. 20-26-3

West Lafayette Community School Corporation

Adopted: [date]

Revised: [date]