

BOARD-STAFF COMMUNICATIONS

The Bluffton-Harrison Metropolitan School District Board of School Trustees desires to maintain and encourage open channels of communication with staff. Notwithstanding, staff will generally have direct communication with 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 effect 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 make appeals to the Board through established procedures or infringe on a staff member's constitutional rights. Staff members will not attempt to control what members of administration they must communicate with on topics related to bargaining.

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. The Board will not bypass exclusive representatives when communicating to staff members on topics related to bargaining.

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.

I.C. 20-26-3

Bluffton-Harrison Metropolitan School District

Adopted: August 19, 2024