



Book	Policy Manual
Section	4000 Service Personnel
Title	BOARD-STAFF COMMUNICATIONS
Code	po4112
Status	Active
Adopted	March 14, 2013

4112 - **BOARD-STAFF COMMUNICATIONS**

The Board of Education is a policy making body and its individual members do not have authority to direct the day-to-day operations of the County or its employees. Nevertheless, the Board believes that open channels of communication between itself and the staff will benefit the County. The preferred line of official County communication should, however, be through the Superintendent.

A. Staff Communications to the Board

All communications regarding the official business of the County from staff members to the Board or its committees should be preferably submitted through the Superintendent. The Superintendent shall forward such communications received from staff members to the Board no later than seven (7) days following receipt.

If a staff member chooses to communicate directly with the Board regarding County business, then that communication should be sent to all members of the Board and the Superintendent should be copied as well.

This communication protocol is not intended to deny any staff member his/her constitutional right of free speech or the right to appeal to or otherwise address the Board on important matters through established procedures.

Nor is this protocol intended to require communication or sharing communication with the Superintendent in any instance where another Board policy gives staff the option of bypassing the Superintendent.

B. Board Communications to Staff

All official communications, policies, and directives of the Board that would be of interest and concern to the staff will generally be communicated through the Superintendent. The Superintendent shall also keep staff members informed of the Board's concerns, and actions.

C. Social Interaction

Both staff and Board members share an interest in the schools and in education generally, and it is to be expected that when they interact at social affairs and other functions, they may informally discuss such matters as educational trends, issues, and innovations, and general activities of the School System. However, in order to preserve the integrity of the Open Governmental Proceedings Act, Board members, either among themselves or with members of the staff should not

discuss specific Board business or issues which may later come before the Board for consideration and vote, including but, not limited personnel grievances or other complaints if procedures to seek remedy for such grievances or complaints have been established in local Board policy, State Board policy, or State code. Instead, such matters should be addressed in accordance with the procedures established in Board Policy and consistent with the Open Governmental Proceedings Act and opinions of the Ethics Commission and the courts of this State.

© Neola 2012

Legal

WV Code 6-9A1, et seq.

McComas v. Board of Education, 197 W. Va. 188, 475 S.E. 2d 280 (1996)