

BOARD-STAFF RELATIONS**Board-Staff Communications**

All official communications, policies, and directives of staff interest and concern will be communicated to staff members through the Superintendent, and the Superintendent will employ all such media as are appropriate to keep staff fully informed of the board's problems, concerns, and actions.

All communication or reports to the Board or any board committee from principals, supervisors, teachers, or other staff members shall be submitted through the Superintendent.

All employee grievances shall be handled in accordance with board policy.

In the absence of board policy governing the grievance, employees shall submit their grievance to the Superintendent who shall investigate, and his/her decision shall be final. The Superintendent may bring recommendations to the Board as a result of such an investigation. Nothing in this procedure shall be construed to create an expectancy of continued employment, nor shall this procedure be used as a means of seeking a review of a termination decision.

Visits to Schools

Individual Board members interested in visiting schools or classrooms will inform the Superintendent of such visits and make arrangements for visitations through the principals of the respective schools. Such visits shall be regarded as informal expressions of interest in school affairs and not as "inspections" or visits for supervisory or administrative purposes. Official visits by Board members will be carried on only under Board authorization and with the full knowledge of staff, including the Superintendent, principals, and other supervisors.

End of Harvey School District #38 Policy BFB Adopted:8/10/2010