

Policy ~~3112~~ 570 – Board-Staff Communications

Revised policy and repeal of Policy 4112 (Board-Staff Communications) effective July 1, 2019

1st reading May 23, 2019

2nd reading

3rd reading

Statutory authority (none)

Administrative Guidelines
(none)

The Board of Education desires to maintain open channels of communication between itself and the staff. The basic line of communication, will, however, be through the Superintendent.

~~A.~~ Staff Communications to the Board

Communications from staff members to the Board or its committees shall be submitted through the Superintendent. The Superintendent shall forward such communications received from staff members to the Board. This procedure 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.

~~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 will informally discuss such matters as educational trends, issues, and innovations, and general activities of the County. However, since Board members are not authorized to act on behalf of the Board unless by quorum, in open public session, or when specifically vested with such authority, Board members and members of the staff should not discuss any matter which may result in the individual Board member(s) making some decision and giving the staff member a directive as a result. In particular, Board members should not discuss individual personalities, personnel grievances, or other complaints with staff members or others outside the appropriate setting. Instead, such matters should be addressed in accordance with the procedures established in Board policy.

~~6-9A1, et seq., Code of West Virginia~~

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~~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 to individual personalities, personnel grievances, or other complaints. 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.~~

~~6-9A1, et seq., Code of West Virginia~~

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