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2 BOARD COMMUNICATIONS WITH STAFF

3 The **Shaker Regional School Board (SRSB)** shall maintain open channels of
4 communication between the **SRSB** and **Shaker Regional School District (SRSD)**
5 employees, through the Superintendent of Schools.

6 Staff Communications to the SRSB

7 All communications or reports to the **SRSB**, or any **SRSB** committee, by principals,
8 supervisors, teachers, or other employees shall be through the Superintendent.

9 SRSB Communications to Staff

10 All official communications, policies, and directives of employee interest and concern
11 will be communicated to **SRSD** employees through the Superintendent. The
12 Superintendent shall employ all such media as are appropriate to keep employees fully
13 informed of the **SRSB's** actions and concerns.

14 Visits to Schools

15 Individual **SRSB** members interested in visiting schools or classrooms will inform the
16 building principal of such visits and make arrangements for visitations in advance if
17 reasonable. Such visits shall be regarded as informal expressions of interest in school
18 affairs and not as "inspections" or visits for supervisory or administrative purposes.
19 Official visits by **SRSB** members will be carried on only under **SRSB** authorization and
20 with the full knowledge of the Superintendent and the building principals.

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22 Social Interaction

23 Staff and **SRSB** members share a keen interest in the schools and in education
24 generally, and it is to be expected that when they meet at social affairs and other
25 functions, they will informally discuss such matters as educational trends, issues, and
26 innovations and general **SRSD** problems. However, employees are reminded that
27 individual **SRSB** members have no special authority except when they are convened
28 at a legal meeting of the **SRSB** or vested with special authority by **SRSB** action.
29 Therefore, discussions of personalities or personnel grievances by either party will be
30 considered unethical conduct.