

**South Coast Education  
Service District**

Code: **CCB**  
Adopted: 12/12/06  
Readopted: 3/8/11  
Reviewed: 8/1/17  
Orig. Code(s): CCC

### **Line and Staff Relations**

The Board expects the superintendent to establish clear understandings on the part of all personnel of the working relationships in the ESD.

Lines of direct authority will be those approved by the Board and shown on Board approved ESD organization charts. Staff will be expected to refer matters requiring administrative action to the supervisor to whom they are responsible. That supervisor will refer such matters to the next higher administrative authority, when necessary. Additionally, all staff are expected to keep the person to whom they are immediately responsible informed of their activities by whatever means the person in charge deems appropriate.

All personnel employed by the Board shall be responsible to the Board through the superintendent.

All personnel shall have the right to appeal any decision made by the superintendent, through approved grievance procedures.

Lines of authority should not restrict in any way the cooperative, sensible working together of all staff members at all levels in order to develop the best possible programs and services. In addition, this policy does not restrict protected labor relations communications of bargaining unit members. The established lines of authority represent direction of authority and responsibility. When the staff are working together, the lines represent a two-way flow of ideas will improve the program and operations of the ESD.

END OF POLICY

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**Legal Reference(s):**

[ORS 334.125\(5\)](#)  
[ORS 334.225](#)

[OAR 581-024-0240](#)  
[OAR 581-024-0245](#)

Anderson v. Central Point Sch. Dist., 746 F.2d 505 (9th Cir. 1984).

Connick v. Myers, 461 U.S. 138 (1983).

Lebanon Education Association/OEA v. Lebanon Community School District, 22 PECBR 323 (2008).