

Line and Staff Relationships

2010

In endorsing the concept of line and staff relationships, it is not the board of education's intent to impede normal conversations and communication among any of the school district's employees. Rather, it is to provide a framework for addressing major problems and/or resolving disputes that may arise in day-to-day school operations.

Each employee of this school district except the school board attorney shall be responsible to the board of education through the superintendent of schools.

All personnel shall refer matters requiring administrative action or attention to the administrator immediately in charge of the building or area in which the problem arises. If a problem is not resolved at the first administrative level, it may be forwarded to the superintendent's office for review. In turn any significant communications or directives to staff from the superintendent of school's office will be channeled through the appropriate administrator.

To seek a board audience for a complaint or problem, certificated staff members are encouraged to utilize the formal grievance procedure. Ordinarily, formal complaints of non-certificated staff will not be carried beyond the level of the superintendent of schools, unless the issue involves a recommendation for dismissal or job reassignment. If a complaint involves the superintendent of schools, the complaint shall be filed with the president of the board of education. The superintendent of schools shall keep the board of education informed on any major disputes or problems and the attempted resolution thereof.

Refer to AR-2010, Line Flow Chart for the line of authority for the school district.

Legal Reference:	§79-501	Board Care and Custody of Property, Hiring Superintendent and Personnel.
	§79-526	School District, School Board, Schools, Supervision and Control.