

MANAGEMENT TEAM

The Board endorses the management team concept for the District.

The management team of the District consists of two groups.

Policy Team

The Board, Superintendent and Treasurer comprise the team. The Board President serves as team leader. Primary responsibilities of this team are to establish policies to guide the District and to ensure that the policies are carried out.

Administrative Team

All administrators within the District comprise this team. The Superintendent serves as team leader. This team is responsible for carrying out the functions of planning, organizing, staffing, implementing and evaluating, guided by the policies established by the policy team and adopted by the Board.

Management level employees, confidential employees and supervisors are excluded from the provisions of the collective bargaining law. A management level employee is defined as one who formulates policy on behalf of the employer, one who directs implementation of policy, assists the public employer in the preparation for collective bargaining, administers the labor contract or has a major role in personnel administration.

A confidential employee is one who works in the employer's personnel office and deals with information used by the employer in collective bargaining or works in a close, continuing relationship with persons participating in the collective bargaining process on behalf of the employer. A supervisor is defined as an individual having the authority to hire, transfer, suspend, lay off, recall, promote, discharge, sign, reward or discipline other school employees, to direct such employees, to adjust their grievances or to effectively recommend such action.

The management team of the District shall include individuals who are awarded an administrative contract. This group shall include, but not be limited to, the following positions:

1. Superintendent
2. Assistant Superintendent
3. Treasurer

4. Director of Business Affairs
5. principals
6. assistant principals
7. directors
8. coordinators
9. supervisors

The team approach to management represents an attempt to provide close cooperation and effective working relationships among administrative personnel. It is an effort to make the best use of the talents and expertise available by establishing open lines of communication and by providing a supportive environment in which collaborative problem solving and decision making can take place.

Guidelines for the implementation of this policy are a primary management team concern. These guidelines include:

1. procedures for convening the team;
2. procedures for implementing in-service management team training;
3. procedures for establishing team evaluation and
4. procedures for implementing goals and objectives of the District.

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CROSS REF.: CCB, Staff Relations and Lines of Authority