327. MANAGEMENT TEAM

1. Purpose
The Board recognizes the importance of maintaining an effective Management Team to strengthen the administration and educational programs of the district, and to establish and improve communications, decision-making, conflict resolution, and other relationships among the members of the Team.

2. Authority
While the Management Team concept places emphasis upon shared responsibility and authority, nothing in this policy is intended to limit the responsibility and authority of the Board ultimately to make decisions as prescribed by law.

3. Definitions
For purposes of this policy, the terms herein shall have the following definitions:

1. **Management Team Concept** is a means whereby educational policies and administrative procedures that define the district's programs and operations are arrived at through shared responsibility and authority.

2. **Management Team** is composed of the Superintendent and administrative, supervisory, and administrative support personnel who have significant responsibilities for formulating district policies or administering district programs; and in addition:

   recommend employment, transfer, suspension, discharge, layoff, recall, promotion, assignment, compensation, or discipline of employees;

   direct and supervise other employees;

   evaluate employees; and

   adjust complaints.

3. **Management Employees** refers to those members of the Management Team.
### 4. Guidelines

The objectives of the district's Management Team are:

- to provide input into all policies which directly affect management employees in the administration of the school district by assisting in the development of the educational goals and objectives of the district;

- applying all available knowledge to the improvement of district services;

- providing input into the development of district and department financial plans and budgets;

- providing input into the labor relations policies and practices of the district;

- evaluating proposals made by other employees and making recommendations on the district's response; and

- providing open and frequent communication among members of the Team.

### 5. Delegation of Responsibility

The Superintendent shall prepare administrative guidelines for the operation of the Management Team.