

SHALER AREA SCHOOL DISTRICT

POLICY 327

SECTION: ADMINISTRATIVE EMPLOYEES
TITLE: MANAGEMENT TEAM
ADOPTED: March 18, 1998
REVISED:

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; recommending employment, transfer, suspension, discharge, layoff, recall, promotion, assignment, compensation, or discipline of employs; directing and supervising other employees; evaluating employees; and adjusting complaints.

3. Management Employees refers to those members of the Management Team.

4. Guidelines

The objectives of the district's Management Team are:

1. To provide input into all policies which directly affect management employees in the administration of the school district.
2. To provide a means of addressing the economic and welfare concerns of management employees.

5. Delegation
of Responsibility

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