

MIDDLETOWN
 AREA
 SCHOOL DISTRICT

SECTION: ADMINISTRATIVE
 EMPLOYEES

TITLE: MANAGEMENT TEAM

ADOPTED: October 14, 1991

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	<p>For purposes of this policy, the terms herein shall have the following definitions:</p> <ol style="list-style-type: none"> 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 the Team shall: <ol style="list-style-type: none"> a. Recommend employment, transfer, suspension, discharge, layoff, recall, promotion, assignment, compensation, or discipline of employees. b. Direct and supervise other employees. c. Evaluate employees. d. Adjust complaints. 3. Management Employees – refers to those members of the Management Team.

<p>4. Guidelines</p>	<p>The objectives of the district's Management Team are:</p> <ol style="list-style-type: none">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.
<p>5. Delegation of Responsibility</p>	<p>The Superintendent shall prepare administrative guidelines for the operation of the Management Team. Such guidelines shall provide:</p> <ol style="list-style-type: none">1. That Management Team meetings will include representatives reflective of all management employee positions.2. That the Management Team shall address itself to appropriate concerns identified by any member of the Team.3. That the concerns of the Management Team will include but not be limited to the district budget, curriculum, personnel management, and welfare of management employees.4. That the Management Team will meet regularly and on call with the Board or representatives thereof.5. That actions of all members of the Management Team be consistent with professional and ethical standards as adopted by professional management associations.