

## Board of Trustees

## Douglas County School District      CERTIFICATED STAFF

### THE MANAGEMENT TEAM

The Board recognizes the importance of establishing a Management Team System 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.

While the Management Team System 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.

For the purpose of this policy, the terms herein shall have the following definitions:

1. The Management Team System is a means whereby educational policies and administrative procedures that define the District's programs and operations are arrived at by shared responsibility and authority.
2. The Management Team consists of the Board of Trustees and the following groups who have significant responsibilities for formulating District policies or administering District programs and who may provide input to the District according to their areas of experience and expertise. Those groups are:

Site Administrators: Principals and Vice Principals

Directors: Directors for Curriculum and Instruction, Grants and Assessments, and Special Education

Classified Supervisors and Professional Personnel: Those employees whose salaries are determined by the Classified Supervisors and Professional Personnel Salary Schedule.

District Office Executive Staff: Superintendent, Assistant Superintendents, Chief Financial Officer.

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

The objectives of the District's Management Team are:

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1. To provide input into all policies which directly affect management employees in the administration of the School District by providing open and frequent communication among components of the Team, applying all available knowledge to the improvement of District services, evaluating proposals made by other employees and making recommendations on the District's response, and providing input into the development of the educational goals and objectives of the District; and
2. To provide a means of addressing the economic and welfare concerns of management employees, including position description, evaluation, salaries and fringe benefits, promotion, assignment and transfer, and terms and conditions of work.

Further, it is understood that no right, benefit, or privilege afforded certificated management personnel in the Douglas County School District or any policy addressing such right, benefit, or privilege shall be lessened without an opportunity by those affected to appeal such proposed action to the Board of Trustees prior to implementation.

See Administrative Regulation related to this Policy

Date Adopted: 08/12/80  
Date Revised: 09/08/81  
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