

Preface

The Lawrence County Board of Education is established under authority of state law for the purpose of exercising general supervision and administration of the public schools serving school-age children who reside within the county limits of Lawrence County and of promoting the interests of the Lawrence County Schools and the children they serve. Those responsibilities are met, in part, by the adoption and implementation of formal policies by which the principles that guide decision-making are established.

Policies are generally broad statements of principle and purpose and are intended to serve as a framework for decision-making and administrative action rather than as a manual for day-to-day decision-making and action. Policies can nevertheless establish specific substantive standards and requirements, including standards of personal and professional conduct, the violation of which may result in disciplinary sanctions or other adverse consequences. However, policies do not restrict the ability of the Board or its employees to respond reasonably and flexibly to unexpected contingencies, emergencies, and other conditions that call for a response that is tailored to unique or special circumstances.

Policies should be construed as a whole and with reference to related policies and applicable law. Although policies are adopted partly for the purpose of meeting the requirements of pertinent law, they do not establish or create a legal right, claim, entitlement, or interest to or in any title, position, assignment, duty, work location, level or rate of compensation, benefit, or term of employment.

Any provision, feature, or aspect of Board policy that does not conform to governing law should be deemed void and superseded by such law. Editorial changes that do not affect the meaning, substance, or application of a policy may be made by the Board without advance public notice and comment. In general, the Board reserves the right to adopt, revise, interpret, amend, repeal, suspend, or apply policies according to its assessment of the needs and interests of the school system, subject only to such limitations on the exercise of such prerogatives as may be imposed by law.

The Board's policies are also governed by terms of the consent decrees and other applicable orders entered by the federal court in *Horton, et al., v. Lawrence County Board of Education*, 5:66-cv-445-RDP (N.D. Ala.). The Board complies with the requirements of those consent decrees and orders in the administration of its policies and, to the extent any of the policies contained in this policy manual conflict with an existing consent decree or other applicable order, the requirements of the consent decree or other applicable order will control.