

GOVERNANCE POLICY GP-14

**TRUSTEE-SUPERINTENDENT RELATIONS AND SUPERINTENDENT SUPPORT
OF TRUSTEES**

PURPOSE

The Clark County School District (District) Board of Trustees (Board) adopts this Board Policy to establish the relationship between the Board, individual Trustees, and the Superintendent of Schools (Superintendent).

POLICY

1. Trustee-Superintendent Relationship. Only official actions of the Board are binding on the Superintendent. Board authority rests with the whole Board. Individual Trustees possess no individual authority.
 - a. Decisions or directives of a Trustee, Board leadership, or Board Committees are not binding on the Superintendent.
 - b. In the case of a Trustee, Board members, or board committees requesting reports, information assistance or employee action without explicit Board approval, the Superintendent shall obtain Board approval when such requests, in the Superintendent's opinion, have already been provided, are outside the proper authority or role of the requester, or require a material amount of employee time or funds to fulfill.
 - i. In cases where a Trustee, Board members, or Board committees, requests reports, information, assistance, or employee action that has already been provided, are outside the proper authority or role of requestor, or require a material amount of time or funds to fulfill, and without explicit Superintendent approval, the employee is directed to report the request immediately to the Superintendent or the Superintendent's Liaison to the Board of Trustees, and not follow through with such request until directed to do so by the Superintendent.
 - ii. If the Superintendent does not agree with the request of a Trustee to create reports or commit employee time and energy, the Trustee has the option to accept that decision or follow:
 - 1) The guidelines as described in Board Policy Meeting Protocols, Preparation of Agenda and Support Materials, to place the request as an action item on a regular Board meeting agenda; or
 - 2) The guidelines as described in Board Policy Meeting

Protocols: Adding Agenda Items.

- 3) The procedures and protocols delineated in the "Board Member Requests for Information" in the Board of Trustee Handbook.
2. Trustee Support. The Superintendent is the Board's only link to operational achievement and conduct, so that all authority and accountability of employees, as far as the Board is concerned, is considered the authority and accountability of the Superintendent.
 - a. Accordingly, except for the Board Office employees, Superintendent's Liaison to the Board of Trustees, the Board may communicate with, but generally shall not give instructions to or request reports, information or actions from persons who report directly to the Superintendent, except as designated in the following services offered to the Board, by a Board employee such as District information, constituent meetings, town hall meetings, constituent contacts, elected official contacts, as well as day-to-day operational needs for services such as mail, IT, calendaring, conference calls, and similar business practices.
 - b. The Board President is responsible for assisting the Superintendent if a Trustee's request, in the opinion of the Superintendent, exceeds the reasonable services provided by an employee.
 - c. Trustees are prohibited from requesting support from any employee for personal business or political activity.
3. Trustees shall respect the authority of the Superintendent and the Superintendent's employees in the development and presentation of reports to the Board by:
 - a. Giving the Superintendent full administrative authority for properly discharging the professional duties of the position and by holding the Superintendent accountable for providing reports on the progress toward the District Vision, and Strategic Plan.
 - b. Recognizing individual interactions with employees of the Superintendent lack authority except when explicitly authorized by the Board.
 - c. Refraining from expressing individual judgments of performance of the Superintendent or employees of the Superintendent except as described in the Balanced Governance Model Progressive Response process.

- d. Excluding the Superintendent at regular and special meetings of the Board only when the contract and salary of the Superintendent is under consideration.
 - e. Referring all complaints to the Superintendent or the Superintendent's Liaison to the Board of Trustees and discussing such complaints at a regular meeting only after exhausting all other steps described in the Balanced Governance Model Progressive Response process.
 - f. Providing an environment in which the Superintendent and the Superintendent's employees may function effectively within the community and discharge their educational functions on a thoroughly professional basis.
 - g. Presenting any criticisms of any employee directly to the Superintendent.
4. Concerns regarding Board member/Superintendent communication or implementation of policy and procedures shall be addressed with the Superintendent through a Balanced Governance Model Progressive Response process. This process requires the Board member to:
- a. First meet individually with the Superintendent to address and resolve any concern.
 - b. If this is not successful, the Board member shall meet to discuss the issue with the Board President and Superintendent together. In the event the issue is between the Board President and Superintendent, then a meeting between the Vice President and Superintendent would occur.
 - c. If still not resolved, the Board member will finally request the item be added to a future Board agenda. When the matter is eventually discussed in a Board meeting, the Trustee should simply reiterate their request for information, employee assistance, policy/procedural change, or an explanation of the District's response to a community or employee concern. The Board would then vote on whether or not to direct the Superintendent to fulfill the Trustee's request.
5. Recognizing the responsibility to act in a manner that is professionally ethical, governed by common decency, and not to expose the District to litigation, Trustees shall consult personally with the Superintendent regarding concerns about the performance of the same. Alternatively, Trustees shall consult with the Board President and the Superintendent, or request a meeting in concert with one other Trustee and take up their concerns before bringing the concern to the Board as a whole. Trustees shall not speak or communicate negatively about the Superintendent with

anyone outside the Board or Board Counsel and take no action to undermine their authority or reputation.

6. Conduct of a Board member is very important. Trustees shall agree to avoid words and actions that create a negative impression of an individual, the Board, the Superintendent, any employee, or the school district. While Trustees encourage dialogue over differing points of view, they shall engage with care and respect.
7. As a part of the Balanced Governance concept of *informed oversight*, Trustees shall direct questions about the implementation of policy, programs, or operations processes to the Superintendent and refrain from individually and privately investigating the implementation of policy, programs, or operations processes. To provide a systemic mechanism to monitor implementation fidelity and District culture, the Superintendent shall provide regularly scheduled reports focused on progress made on the District Strategic Goals and Objectives.

REVISION HISTORY

Date	Revision	Modification
05.07.26	1.0	Adopted