

# EPHRATA AREA SCHOOL DISTRICT

SECTION: EMPLOYEES

TITLE: MANAGEMENT TEAM

ADOPTED: December 18, 2006

REVISED: March 21, 2011

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 Management Team.
2. Authority SC 510	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 to make decisions, as prescribed by law.
3. Definitions	<p>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.</p> <p>Management Team - is composed of the Superintendent and administrative, supervisory, and administrative support personnel who have significant responsibilities for:</p> <ol style="list-style-type: none"> <li>1. Formulating or implementing district policies and procedures or programs.</li> <li>2. Recommending employment, transfer, suspension, discharge, layoff, recall, promotion, assignment, compensation, or discipline of employees.</li> <li>3. Directing and supervising other employees.</li> <li>4. Evaluating employees.</li> <li>5. Adjusting complaints.</li> </ol> <p>Management Employees - refers to members of the Management Team.</p>

<p>4. Guidelines</p>	<p>The objectives of the district's Management Team are:</p> <ol style="list-style-type: none"><li data-bbox="456 327 1414 401">1. To provide input into policies, procedures and rules that directly affect management employees in the administration of the school district.</li><li data-bbox="456 436 1438 510">2. To provide a means of addressing the economic and welfare concerns of management employees.</li></ol>
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