

BOARD-SUPERINTENDENT RELATIONSHIP

The successful operation of schools requires a close, effective working relationship between the board and the superintendent. The relationship must be one of trust, good will and candor. As the legally designated governing body, the board retains final authority within the district. At the same time, the superintendent is the board's professional advisor to whom the board delegates executive responsibility. It is essential that each recognize and respect one another's areas of responsibility. To help clarify this shared responsibility, the following principles are adopted:

- A. The board will select a superintendent of schools who shall be the head of the school system and be directly responsible to the board for the total administration of the school district. The board will not assume the administrative function, but will vest in the superintendent executive authority commensurate with the superintendent's responsibility;
- B. The board will provide personnel necessary and appropriate to assure successful administration of schools and set up a precise line of authority or chain of command with the superintendent as the chief administrative and executive officer;
- C. The board will endeavor to give counsel and advice to the superintendent regarding the administration of the schools as it deems necessary or expedient. In fairness to the superintendent, however, individual board members will not hold the superintendent accountable for meeting expectations that lack the endorsement of the board;
- D. The board will require of the superintendent such periodic reports as the board deems necessary to keep it properly advised on the administration of the school district. The superintendent must be frank, concise, and complete in reporting to the board. Important school matters requiring board action will be presented by the superintendent to the board as a whole rather than to an individual.
- E. The board will require the superintendent's attendance at all board meetings except at times when the superintendent's own employment may be under consideration, or when, by mutual consent, he/she is absent for a reason authorized by the board;
- F. In connection with the complaint, promotion, transfer, suspension, and dismissal of employees, the board and the superintendent will fulfill their respective responsibilities as set by law, board policy, collective bargaining agreements, and the superintendent's contract. Board orders affecting employees will, as a rule, be issued through the superintendent;

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- G. The superintendent, as the executive officer and professional advisor to the board, will endeavor to develop ways and means of serving the community by keeping parents, patrons, and taxpayers informed of school programs through activities based on a continuing information policy established by the board;
- H. The board will expect from the superintendent recommendations for the improvement of the school district. However, the board recognizes its legal responsibilities for the operation of a good school system, including the right to reject recommendations and the obligations to revise its policies from time to time to meet changing conditions. The board will adopt or revise policies only after consulting with the superintendent;
- I. The board will address the merits of individual disputes or complaints to the extent such matters properly come before the board and in the manner prescribed for the particular complaint or dispute; and
- J. Since the strength of public policy is derived from diverse and sometimes contradictory views of policymakers, board members will freely and openly express their views on items before the board. All members of the board will also seek ways to reconcile their diversity in order to provide clear direction to the superintendent and staff.
- K. The board will establish compensation in terms of the contract for the superintendent.
- L. The board will annually evaluate the superintendent.

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