

Policy Type: Board/Superintendent Relationship

Board/Superintendent Connection

B/SR-1

The board's sole connection to the operations of the district is through the superintendent. Only the board's carried motions are binding on the superintendent. All authority and accountability for district employees is under the purview of the superintendent and not the board.

Accordingly:

1. The primary responsibilities of the board are:
 - a. hiring a superintendent;
 - b. monitoring the superintendent's performance in meeting the district goals found in the Ends policies;
 - c. monitoring the superintendent's compliance with the Executive Limitations policies;
 - d. preparing the superintendent's annual summative evaluation for the preceding year; and
 - e. annually reviewing the superintendent's employment contract with the district.
2. Decisions or instructions of individual board members, officers, or committees are not binding on the superintendent except in rare instances when the board has specifically delegated such authority through open meeting vote.
 - a. This does not preclude individual board members from asking the superintendent for reasonable clarifying (or additional) information regarding board agenda items.
3. Board members will encourage problem resolution at the lowest possible level. When a board member hears about a concern, they should encourage the community member to discuss the concern directly with the district employee who is immediately responsible. The board member shall also describe the appropriate channels to elevate a concern (e.g., discussion with classroom teacher, school principal, central administration, and finally the superintendent, if it is not resolved). As appropriate, the board member will report such contacts to the superintendent or their designated representative.
 - a. When a board member has a concern about a child or relative who is a student in the district, the board member will seek to resolve those concerns at the lowest possible level as a relative -- not as a board member. The superintendent will be advised of the concerns if appropriate.
4. The board or individual members will never give instructions to persons who report directly or indirectly to the superintendent.

- a. The board will not evaluate any staff member other than the superintendent.
 - b. Board members shall refrain from direct criticisms of district employees. All concerns shall be channeled through the superintendent.
 - c. Board member questions about operations, direction, strategy, etc., should be directed through the superintendent and not school district employees.
5. The superintendent, board president, or other school district designee will communicate the official district position to the media. Board members may state personal positions if it is made clear that the board member is not speaking for the board or the district.
6. The board designates the superintendent as the primary contact person with the board's lawyer. The board president may contact the lawyer about the superintendent's contract or after gaining agreement from the board vice president.

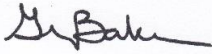
Approved by: *School Board*

Regular Board Policy Review Frequency: *Annually*

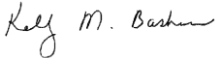
Monitoring of Superintendent Frequency: *Annually*

Approved: *9/10/09* **Reviewed/Revised:** *12/11/14 (combined B/SR-1,2, and 3); 3/23/17; 11/10/21*

Superintendent/Board Signatures:



Greg Baker, Superintendent



Kelly M. Bashaw, Director



Douglas Benjamin, Director



Camille Diaz Hackler, Director



Jenn Mason, Director



Katie Rose, Director