

UPPER BUCKS COUNTY
AREA VOCATIONAL
TECHNICAL SCHOOL

SECTION: EMPLOYEES

TITLE: MANAGEMENT TEAM

ADOPTED: October 16, 2008

REVISED:

<p>1. Authority</p> <p>SC 1850.1</p> <p>2. Definitions</p>	<p style="text-align: center;">327. MANAGEMENT TEAM</p> <p>The Joint Operating Committee recognizes the importance of maintaining an effective Management Team to strengthen the administration, career and technical programs and operation of the school, and to establish and improve communications, decision-making, conflict resolution, and other relationships among the members of the Team.</p> <p>The objectives of the school's Management Team are to:</p> <ol style="list-style-type: none">1. Provide input into policies, administrative regulations, procedures and rules that directly affect management employees in the administration of the school.2. Provide a means of addressing the economic and welfare concerns of management employees. <p>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 Joint Operating Committee to make decisions, as prescribed by law.</p> <p>Management Team Concept - is a means whereby educational policies and administrative procedures that define the school's programs and operations are arrived at through shared responsibility and authority.</p> <p>Management Team - is composed of the Administrative Director and administrative, supervisory, and administrative support staff who have significant responsibilities for:</p> <ol style="list-style-type: none">1. Formulating or implementing Joint Operating Committee policies, administrative regulations, rules, procedures, or programs.2. Recommending employment, transfer, suspension, discharge, layoff, recall, promotion, assignment, compensation, or discipline of employees.3. Directing and supervising other employees.
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<p>3. Delegation of Responsibility</p>	<p>4. Evaluating employees.</p> <p>5. Addressing complaints.</p> <p>Management Employees - refers to members of the Management Team.</p> <p>The Administrative Director shall prepare administrative regulations for the operation of the Management Team.</p> <p>Management Team meetings will include representatives reflective of all management employee positions and all management employees, when necessary.</p> <p>The Management Team shall address itself to appropriate concerns identified by a consensus of the members of the Team.</p> <p>Concerns of the Management Team will include but not be limited to school budget, school curriculum, personnel management, and welfare of management employees.</p> <p>The Management Team will meet on a regular basis and when requested with the Joint Operating Committee or its representatives.</p> <p>Actions of all members of the Management Team shall be consistent with professional and ethical standards adopted by professional management associations.</p> <p>References:</p> <p>School Code – 24 P.S. Sec. 1850.1</p>
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