

**LUZERNE
INTERMEDIATE
UNIT #18**

**SECTION: LUZERNE INTERMEDIATE
UNIT EMPLOYEES**

TITLE: MANAGEMENT TEAM

ADOPTED: NOVEMBER 20, 2002

REVISED: JUNE 18, 2014

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 intermediate unit, and to establish and improve communications; decision-making; conflict resolution; and other relationships among the members of the 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 intermediate unit’s programs and operations are arrived at through shared responsibility and authority.</p> <p>Management Team – is composed of the Executive Director and administrative, supervisory and administrative support personnel who have significant responsibilities for:</p> <ol style="list-style-type: none"> 1. Formulating or implementing Board policies and Intermediate Unit procedures or programs. 2. Recommending employment, transfer, suspension, discharge, layoff, recall, promotion, assignment, compensation, or discipline of employees. 3. Directing and supervising other employees. 4. Evaluating employees. 5. Adjusting complaints. <p>Management employees – refers to members of the Management Team.</p>
4.. GUIDELINES	<p>The objectives of the Management Team are:</p> <ol style="list-style-type: none"> 1. To provide input into policies, procedures and rules that directly affect management employees in the administration of the intermediate unit.

5. DELEGATION
OF
RESPONSIBILITY

2. To provide a means of addressing the economic and welfare concerns of management employees.

The Executive Director shall prepare administrative guidelines for the operation of the Management Team. Such guidelines shall provide that:

1. *Management Team meetings will include representatives reflective of all management employee positions.*

2. *Concerns of the Management Team will include but not be limited to Intermediate Unit budget, programs and services, personnel management, and welfare of management employees.*

3. *The Management Team will meet on an as-needed basis.*

4. *Actions of all members of the Management Team shall be consistent with professional and ethical standards adopted by professional management associations.*

School Code 964

