

## **POLICY 140 BOARD – SUPERINTENDENT RELATIONSHIP**

An effective working relationship between the Board and the Superintendent is critical to the operation of the school district.

The Board designates the Superintendent as its Chief Executive Officer and delegates to the Superintendent the authority and responsibility to manage the operations of the district in accordance with the policies of the Board. The Board maintains responsibility for the final approval of policy, the district Strategic Plan and the Annual Budgets; the Board will normally proceed in these areas based on recommendations from the Superintendent.

The Superintendent is the principal contact between the Board and the staff, and will act as the spokesperson for the staff insofar as school district operations are concerned.

The Superintendent will assist the Board in reaching sound judgments and establishing policies, and will provide the Board with relevant facts, information and reports necessary to keep the Board adequately informed.

The Board shall refer all complaints regarding personnel or programs to the Superintendent for appropriate investigation and action.

The Board shall take actions related to the employment, discipline or dismissal of employees only upon the recommendation of the Superintendent.

The Superintendent shall act within the bounds of the *School Act* and other governing legislation, Board policies and the Board approved role description for the Superintendent.

Trustees shall respect the authority of the Superintendent of Schools granted by the *School Act* and by delegation from the Board, and shall respect the Superintendent's and their staff's responsibility to manage and operationalize policies and directions which have been established and evaluated by the Board.