

## BOARD-SUPERINTENDENT RELATIONSHIP

The Berlin School Board believes that the legislation of policies is the most important function of a School Board and that the execution of the policies should be the function of the Superintendent.

Delegation by the Board of its executive powers to the Superintendent provides freedom for the Superintendent to manage the schools within the Board's policies and frees the Board to devote its time to policy-making and appraisal functions.

The Board holds the Superintendent responsible for the administration of its policies, the execution of Board decisions, the operation of school programs, for keeping the Board informed about school operations and issues.

The Board will strive to procure, when a vacancy exists, the best professional leader available for the head administrative post. Then the Board as a whole, and individual members, will:

1. Give the Superintendent full administrative authority for properly discharging his/her professional duties, holding him/her responsible for acceptable results.
2. Act upon matters of employment or dismissal of school personnel only on the recommendation of the Superintendent
3. Hold all meetings of the Board in the presence of the Superintendent except when his/her contract and salary are under consideration.
4. Refer all complaints to the Superintendent and discuss them only at a regular meeting after failure of administrative solution.
5. Strive to provide adequate safeguards around the Superintendent and other staff members to the end that they can live happily and comfortably in the community and discharge their educational functions on a thoroughly professional basis.
6. Present personal criticisms of any employee directly to the Superintendent.

Revised;      First Reading: November 18, 2009  
                    Second Reading: December 2, 2009  
                    **Adopted: December 2, 2009**