

# MIDDLE BUCKS INSTITUTE OF TECHNOLOGY

SECTION: ADMINISTRATIVE EMPLOYEES

TITLE: MANAGEMENT TEAM

ADOPTED: July 1, 1991

REVISED:

327. MANAGEMENT TEAM	
1.Purpose	The Executive Council recognizes the importance of maintaining an effective Management Team to strengthen the administration and educational programs of the school and to establish and improve communications, decision-making, conflict resolution, and other relationships among the members of the Team.
2.Authority	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 Executive Council ultimately to make decisions as prescribed by law.
3.Definitions	<p>For purposes of this policy, the terms herein shall have the following definitions:</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 Superintendent of Record, Director and administrative, supervisory, and administrative support personnel who have significant responsibilities for formulating policies or administering programs. Additionally the Management Team may recommend employment, transfer, suspension, discharge, layoff, recall, promotion, assignment, compensation, or discipline of employees; direct and supervise other employees; evaluate employees; adjust complaints.</p> <p>Management Employees refers to those members of the Management Team.</p>
4.Guidelines	The objectives of the school's Management Team are to provide input into all policies which directly affect management employees in the administration of the school and to provide a means of addressing the economic and welfare concerns of management employees.
5.Delegation of Responsibility	The Director shall prepare administrative guide lines for the operation of the Management Team. Such guidelines shall provide:

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

that the Management Team shall address itself to appropriate concerns identified by any member of the Team.

that the concerns of the Management Team will include but not be limited to the budget, the curriculum, personnel management, and welfare of management employees.

that the Management Team will meet on a regular basis and on call with the Executive Council or its representatives.

that actions of all members of the Management Team be consistent with professional and ethical standards as adopted by professional management associations.