

Leonard, Maggie

From: maryalice.wallace@tUSD1.org
Sent: Tuesday, May 08, 2018 10:17 AM
To: Leonard, Maggie
Subject: Policy Feedback: BBAA - Board Member Authority and Responsibilities

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Affiliation with District: Administrator

If other,

Policy: BBAA - Board Member Authority and Responsibilities

Comments: Regarding the organization of the Board staff, it is unprofessional and contrary to leadership principles to have all employees report to the Board President. The President is a member of an elected, volunteer board whose office is determined annually by election by other members of the Board. It is customary and advisable to have someone – the Director of Staff Services – be in charge of the Board office and be the supervisor for other employees. This will encourage a team approach and will prevent the chaos that would result from all employees reporting directly to the Board President who is not on site and may or may not be available on a daily basis. Secondly, the fragmented reporting outlined in this policy further encourages chaos by indicating that job descriptions or other policies may dictate a different reporting authority which is contradictory. The Director works for the whole Board. Having the Director report directly and solely to the President eliminates the rest of the Board from having a staff. Annual evaluation of the Director by the President and Clerk with input from other Board members has been the practice that has worked satisfactorily. Although noted that careful striking of the title “Director of Staff Services” has been done in the section on organization of the staff, the title appears throughout the rest of the policy in many places. The overall policy is too prescriptive and obtuse, but it should be up to Board members to address areas where they agree or disagree with limitations and/or restrictions placed upon them.

Suggestions: The organization of the Board office should continue with the Director of Staff Services reporting to the Board and office employees reporting to the Director.