

LINE AND STAFF RELATIONS

All employees of the District shall be under the general direction of the Superintendent. Teachers shall be immediately responsible to the Principal of the school in which they work. Other employees shall be immediately responsible to the administrative personnel under whom they work directly.

The lines of responsibility/reporting shall be as depicted on the organizational chart.

Line of Responsibility

Administration of the Peru Central School District occurs within a policy framework which includes the table of organization, communication, and the decision-making process. The framework functions as follows:

- a) The Board establishes policy and makes final, major district decisions where no policy exists. Policy is normally evolved in consultation with affected parties.
- b) Implementation of Board policy and decisions is assigned the Superintendent who, in turn, delegates aspects of that implementation to subordinate administrators as described by the table of organization and other appropriate policies.
- c) All administrators make day-to-day decisions within their administrative unit, operating within the limits of Board policy, seeking efficient operation of their unit, and accepting responsibility for their decisions.

Each employee in the School System will be responsible to the Board through the Superintendent.

All personnel will refer matters requiring administrative action to the administrative officer immediately in charge of the area in which the problem arises.

In administering this policy the Superintendent will be guided by the knowledge that the Board values the freest possible interchange of ideas outside the established framework of direct responsibility as pre-eminently desirable in the schools of the District. Nothing provided herein will be interpreted as intended to interrupt the free and open flow of ideas and assistance among personnel at every level.

General Principles

- a) Responsibility will flow simply and clearly from students through teachers, Principals and the Superintendent to the Board.
- b) Each staff member will be informed as to whom he/she is responsible and for what functions.
- c) Whenever possible, each staff member will be made responsible to only one immediate superior for any one function.
- d) Each staff member will be informed as to whom he/she can appeal in case of disagreement with the person to whom he/she is responsible.
- e) Each staff member will be informed as to whom he/she can go for help in working out his own functions in the school program.

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