

CA - DISTRICT GOVERNANCE

Poudre School District R-1 is governed by the Board of Education and superintendent under a system of policy governance, which is described in the Board of Education's District Ends ("DE") Policies, Executive Limitation ("EL") Policies, Governance Process ("GP") Policies, and Board-Superintendent Relationship ("BSR") Policies. In addition, District operations and employees are governed by applicable laws, Board agreements with the District's employee associations, District policies and regulations, administrative guidelines and procedures, and supervisor directives.

District employees shall comply with applicable federal, state and local laws in connection with their work for the District, and shall ensure that District operations are carried out in accordance with such laws. District employees shall also comply with Board of Education policies and agreements with the District's employee associations, shall comply with District policies and regulations, and shall ensure that District operations are carried out in accordance with such policies, regulations and agreements.

The superintendent, assistant superintendents, executive directors, directors, coordinators and principals may adopt administrative guidelines and procedures that are consistent with applicable laws, with Board of Education policies and agreements with the District's employee associations, and with District policies and regulations. The purpose of such administrative guidelines and procedures shall be to implement and ensure compliance with applicable laws, to implement and ensure compliance with Board of Education policies and agreements with the District's employee associations, to implement and ensure compliance with District policies and regulations, to facilitate District operations, and/or to manage District employees and volunteers. District employees shall comply with administrative guidelines and procedures as set forth in this policy, and shall ensure that District operations are carried out in accordance with such guidelines and procedures.

District supervisors may issue oral or written directives to the employees they supervise that are consistent with applicable laws, with Board of Education policies and agreements with the District's employee associations, with District policies and regulations, and with administrative guidelines and procedures. The purpose of such directives shall be to implement and ensure compliance with applicable laws, to implement and ensure compliance with Board of Education policies and agreements with the District's employee associations, to implement and ensure compliance with District policies and regulations, to implement and ensure compliance with administrative guidelines and procedures, to facilitate District operations, and/or to manage District employees and volunteers. Notwithstanding the foregoing, the superintendent, assistant superintendents and executive directors may issue directives that override administrative guidelines and procedures. District employees shall comply

with the directives of their supervisors as set forth in this policy, and shall ensure that District operations are carried out in accordance with such directives.

District employees who fail or refuse to comply with applicable laws, Board of Education policies and agreements with the District's employee associations, District policies and regulations, administrative guidelines and procedures, and/or supervisor directives as set forth in this policy shall be subject to discipline up to and including termination of their employment.

Adopted by Superintendent: July 14, 2009
Revised by Superintendent: January 19, 2015