

Management by Board of Directors

In accordance with applicable law, the Board of Directors (“Board”) shall manage the affairs of Heritage Academy.

Management Through Board Policy and Delegation

The Board shall manage the day-to-day affairs of Heritage Academy through authorized delegation and the adoption of policies conforming to applicable law and offering best practices.

Oversight of Daily Operations

The Board’s daily oversight and management of Heritage Academy shall be through a chief executive officer, titled Superintendent. As the Board’s representative, the Superintendent shall oversee and be responsible for the daily implementation of Board adopted policies, plans, budgets and other actions and resolutions.

Board Policy to Supplement Law and Rules

The policies adopted by the Board shall not supersede and are not in lieu of the legal requirements set out in state and Federal law and rule. Instead, Board policy shall supplement existing legal requirements by providing direction to the Superintendent and School personnel, parents, students and other affected parties in the conduct of the affairs of Heritage Academy and in facilitating Heritage Academy compliance with state and Federal law and rule. In any instance in which Board policy conflicts with state and Federal law or rule, the pertinent legal requirement will govern and control.

Policy Development and Adoption

In collaboration with Board members, School personnel, legal counsel, parents, and the public at large, the Superintendent may develop and propose to the Board policies that address legal requirements and/or best practices. In its sole discretion, the Board may consider and adopt the policy recommended by the Superintendent. A policy shall be adopted and become effective upon favorable approval by a majority of the Board members present and constituting a quorum at a regular or special meeting of the Board. The Board may adopt a policy with a later effective date if a majority of the Board designates a later adoption.

Non-Substantive Edits to Policies

The Superintendent may make non-substantive and otherwise inconsequential changes to adopted Board policies to ensure consistency with existing laws and rules (e.g., to include valid legal citations) and Heritage Academy’ organizational structure and operations (e.g., to reference appropriate titles and departments). Legal counsel shall review any and all changes to Board policy by the Superintendent to identify edits that alter the intent of the Board. The Superintendent shall, at the first regular board meeting

opportunity, inform the Board of any changes made to policies passed by the Board and shall provide the Board an opportunity through appropriate agenda item to override any changes made.

Implementation of Board Policy Through Administrative Procedures

The Superintendent or designee shall implement Board policy through administrative procedures which may include, but are not limited to the development and adoption of forms, department guides, manuals and/or handbooks. The Superintendent or designee may consult with School personnel, legal counsel or other qualified professionals in the preparation of the administrative procedures.

The Superintendent or designee may amend administrative procedures as needed in conformance with Board policy and law. Should administrative procedure and policy conflict, policy will prevail except in instances where an administrative procedure has been reviewed and adopted by the Board subsequent to the approval of the underlying and conflicting Board policy.

The Superintendent or designee shall provide instruction, training, and supervision to School personnel in the implementation of Board policy and corresponding administrative procedures and shall ensure that Board policy and administrative procedures are provided and available to School personnel, parents, students and other affected parties.

Official Board Policies and Administrative Procedures

The Superintendent shall maintain the original and official policies and administrative procedures adopted by the Board and the corresponding administrative procedures approved by the Superintendent in the central administrative office. In the event that a conflict arises between copies of a Board policy or administrative procedure, the official copy shall prevail as the authoritative record.

Accessibility of Policies and Procedures

Board policies shall be made accessible to the public at large on the Heritage Academy website and at the Heritage Academy central administrative office. Administrative procedures shall be made available to the public at large as required by Chapter 551 of the Texas Government Code. Board policies and the administrative procedures implementing Board policy shall be provided and otherwise made readily accessible to all School personnel.

Campus and Department Procedures

Individual School campuses and departments may develop campus or departmental procedures, guides or manuals implementing and not conflicting with Board policy or administrative procedures.