

Policy

EMPLOYMENT, DUTIES AND EVALUATION
OF THE BUSINESS ADMINISTRATOR/BOARD SECRETARY

Appointment

The chief school administrator shall interview and recommend to the board a qualified person to fill a vacancy in the position of school business administrator/board secretary. The board shall appoint the school business administrator/board secretary within a reasonable time after the occurrence of the vacancy and by the recorded roll call vote of a majority of the full board. The board shall also fix the compensation to be paid to the school business administrator/board secretary.

All candidates for the position of school business administrator/board secretary must produce evidence of their certification, training and experience in the fields of government, accounting, financial report preparation, and budget and accounting management.

Every serious candidate for the position of school business administrator/board secretary shall be interviewed by the chief school administrator.

Duties

The school business administrator/board secretary shall strive to achieve district goals for pupils by providing leadership and supervision in the district program of fiscal management and in other assigned programs, and by acting as a proper model for staff and pupils both in and outside the school district.

In order to achieve the functions of the position, the school business administrator/board secretary shall work cooperatively with the district administrative staff to:

- A. Establish and maintain long-range and other fiscal plans;
- B. Prepare the annual budget based upon district resources and needs;
- C. Insure that all district fiscal, insurance, custodial-maintenance, food, technology and transportation services comply with the policies of the board and the regulations of the district;
- D. Insure the proper functioning and evaluation of district personnel assigned to his or her areas of responsibility;
- E. Manage efficiently the district systems of accounting, purchasing, investment, insurance, plant construction, plant operation and maintenance, transportation, and food services;
- F. Strive to increase the capability of the staff assigned to his or her area of responsibility through consultation and in-service training;
- G. Analyze the effectiveness of district programs in his or her area of responsibility and recommend changes in program direction, staffing, or management strategies as necessary;
- H. Strive to increase the efficient use of district resources in his or her area of responsibility;
- I. Help to interpret the budget and the district affairs under his or her supervision to interested members of the school district community;
- J. Strive to develop personal capabilities in financial strategies and supervisory methods;

EMPLOYMENT AND DUTIES OF BA/BS (continued)

- K. Strive to conduct himself or herself in a proper manner at all times;
- L. Be responsible for the conduct of all duties legally assigned to his or her position including;
1. Providing adequate notice of all public meetings of the board to the members and to those requesting notice in accordance with law, N.J.S.A. 10:4-8d, 10:4-19, 18A:10-4, 18a:17-7;
 2. Recording the minutes of all proceedings of the board and the results of annual or special school elections, N.J.S.A. 18A:17-7;
 3. Posting and giving notice of annual and special elections, N.J.S.A. 18A:17-7;
 4. Performing all duties concerning the conduct of school elections, N.J.S.A. 18A:14-1 et seq.;
 5. Examining and auditing all accounts and demands against the board, presenting them to the board at its meetings, indicating the board's approval and sending them to the Treasurer for payment, N.J.S.A. 18A:17-8, 18A:19-4;
 6. Keeping accounts of the district's financial transactions including a correct detailed accounting of all expenditures, N.J.S.A. 18A:17-8;
 7. Reporting to the board at each regular meeting, but not more often than once per month, the amount of the total appropriations and cash receipts for each account, and the amounts of warrants drawn against each account, and the amounts of orders or contractual obligations incurred and chargeable against each account, N.J.S.A. 18A:17-9;
 8. Keeping all contracts, records, and documents belonging to the board, N.J.S.A. 18A:17-9;
 9. Giving the board a detailed report of its financial transactions at the close of each fiscal year and filing a copy with the executive county chief school administrator, N.J.S.A. 18A:17-10;
 10. Reporting to the Commissioner annually the amount of unpaid school debt, the interest rate payable, the dates of issue, and the due dates of bonds or other indebtedness, N.J.S.A. 18A:17-12;
 11. Preparing a summary of the annual audit and recommendations prior to the meeting of the board to act thereon and supplying copies of the summary to interested persons, N.J.S.A. 18A:23-4;
 12. Subscribe to bonds, notes, contracts, and other legal instruments of the board for which the signature of the secretary is required, N.J.S.A. 18A:24-32;
 13. Sign all school district warrants and certify the payroll, N.J.S.A. 18A:19-1, 19-9.
- M. Perform such other duties as may be required by the board or chief school administrator. The school business administrator/board secretary shall be directly responsible to the chief school administrator for the performance of his or her assigned duties and responsibilities as school business administrator and to the board for the performance of his or her legal duties as board secretary.

Evaluation of the Business Administrator/Board Secretary

The chief school administrator will annually evaluate the performance of duties assigned to the business administrator/board secretary for the conduct of all business administration functions and board secretarial duties in the district. This evaluation shall assess the proper discharge the responsibilities detailed in the job description and include a professional development plan. The chief school administrator may, in his/her discretion, consult with staff members assigned to work with the school business administrator.

Procedures for the evaluation of the business administrator/board secretary may include, but are not limited to, an informal conference with the school business administrator/board secretary for the purpose of discussing his or her job performance, a written evaluation report to which the business administrator/board secretary may add comments, and the establishment of a written plan for performance improvement and growth.

Adopted: April 28, 2004
 NJSBA Review/Update: May 2015
 Readopted: August 12, 2015

Key Words

Business Administrator, Board Secretary

EMPLOYMENT AND DUTIES OF BA/BS (continued)

<u>Legal References:</u>	<u>N.J.S.A. 10:4-6 et seq.</u>	<u>Open Public Meetings Act</u>
	<u>N.J.S.A. 18A:6-7.1</u>	Criminal history record; employee in regular contact with pupils; grounds for disqualification from employment; exception
	through -7.5	
	<u>N.J.S.A. 18A:12</u>	School Ethics Act
	<u>N.J.S.A. 18A:12-24</u>	School officials; prohibited conduct
	<u>N.J.S.A. 18A:16-1</u>	Officers and employees in general
	<u>N.J.S.A. 18A:16-</u>	Physical examinations; requirement
	<u>N.J.S.A. 18A:17-1</u>	Removal, etc., of secretaries, assistant secretaries and school business administrators
	<u>N.J.S.A. 18A:17-2</u>	Tenure of secretaries, assistant secretaries, school business administrators, business managers and secretarial and clerical employees
	<u>N.J.S.A. 18A:17-5</u>	Appointment of secretary; terms; compensation; vacancy
	<u>N.J.S.A. 18A:17-6</u>	Bond of secretary
	<u>N.J.S.A. 18A:17-7</u>	Secretary to give notices and keep minutes, etc.
	<u>N.J.S.A. 18A:17-8</u>	Secretary; collection of tuition and auditing of accounts
	<u>N.J.S.A. 18A:17-9</u>	Secretary; report of appropriations, etc.,
	<u>N.J.S.A. 18A:17-10</u>	Secretary; annual report
	<u>N.J.S.A. 18A:17-11</u>	Secretary; taking oaths
	<u>N.J.S.A. 18A: 17-12</u>	Secretary; annual financial report to the commissioner
	<u>N.J.S.A. 18A:17-12.1,</u>	
	<u>-12.2</u>	Secretary; retirement or pension; amount
	<u>N.J.S.A. 18A:17-13</u>	Assistant and acting secretaries; appointment, powers and duties
	<u>N.J.S.A. 18A:17-14</u>	Clerks in the secretary's office
	<u>N.J.S.A. 18A:17-14.1</u>	Appointment of school business administrator; may act as secretary; duties; etc.
	<u>N.J.S.A. 18A:17-14.2</u>	Qualifications
	<u>N.J.S.A. 18A:17-14.3</u>	Secretary or business manager appointed school administrator; tenure
	<u>N.J.S.A. 18A:19 et seq.</u>	Expenditure of Funds; Audit and Payment of Claims
	<u>N.J.S.A. 18A:23-4</u>	Preparation and distribution of synopsis or summary
	<u>N.J.S.A. 18A:28-5</u>	Tenure of teaching staff members
	<u>N.J.S.A. 19:60</u>	School election
	<u>N.J.S.A. 34:5A-1 et seq.</u>	N. J. Worker and Community Right to Know Act
	<u>N.J.S.A. 47:1A</u>	Public access to government records
	<u>N.J.A.C. 6A:7</u>	Managing for equality and equity in education
	<u>N.J.A.C. 6A:9</u>	Professional standards
	See particularly:	
	<u>N.J.A.C. 6A:9-3.4</u>	Professional standards for school leaders
	<u>N.J.A.C. 6A:9B-11.3</u>	Authorization
	<u>N.J.A.C. 6A:32-3.2</u>	Requirements for the code of ethics for district board of education members and charter school board of trustees
	<u>N.J.A.C. 6A:10-1.1 et seq.</u>	Educator effectiveness
	See particularly:	
	<u>N.J.A.C. 6A:10-1.2</u>	Definitions
	<u>N.J.A.C. 6A:10-1.4</u>	Educator evaluation data, information and written reports
	<u>N.J.A.C. 6A:10-2.2</u>	Evaluation of teaching staff members
	<u>N.J.A.C. 6A:10-2.3</u>	Evaluation of tenured teaching staff members
	<u>N.J.A.C. 6A:10-2.4</u>	Evaluation of nontenured teaching staff members
	<u>N.J.A.C. 6A:32-6.1</u>	Requirements of physical examinations
	<u>N.J.A.C. 8:59-11.1 et seq.</u>	N. J. Worker and Community Right to Know Act
	<u>N.J.A.C. 12:100-4.2</u>	Safety and health standards for public employees
		occupational exposure to bloodborne pathogens

EMPLOYMENT AND DUTIES OF BA/BS (continued)

Americans with Disabilities Act (ADA), 42 U.S.C. 12101 et seq.

Bloodborne Pathogen Standard, 29 CFR 1910.1030

20 U.S.C. 1400 et seq., Individuals with Disabilities Education Act (IDEA), reauthorized 1997, P.L. 105-17 (formerly the Education for All Handicapped Act)

No Child Left Behind Act of 2001, P. L. 107-110, 20 U.S.C.A. 6301 et seq.

Possible**Cross References:**

*2000/2010	Concepts and roles in administration; goals and objectives
*2121	Line of responsibility
2130.2	Evaluation of the school business administrator/board secretary
*2131	Chief school administrator
*3000/3010	Concepts and roles; goals and objectives in business and noninstructional operations
*4111	Recruitment, selection and hiring
*4211	Recruitment, selection and hiring
*9000	Role of the board
*9323/9324	Agenda preparation, advance delivery of meeting material
*9326	Minutes

*Indicates policy is included in the Critical Policy Reference Manual.