

**Hampton City Schools**  
**School Board and Superintendent Agreements and General**  
**Operating Procedures**  
**Revised 7/16/2025**

**Statement of Purpose:** The procedures outlined below are the agreements between the School Board and Superintendent that will be used to assist the School Board and Superintendent in carrying out the day-to-day business affairs of the Division. These agreements are not intended to substitute and/or replace any statutory responsibilities governing either party.

1. **Day-to-Day Operations and Decision Making of the Organization (Hampton City Schools):** The Superintendent will provide direction and leadership that is consistent with section two of his contract (Duties), which outlines specific duties and responsibilities the Board has charged the Superintendent to perform, and others that may be assigned to him by the School Board from time to time. As such, he will maintain open lines of communication with the senior administrative staff and the School Board in carrying out such duties and responsibilities associated with the Office of Superintendent.
2. **School Board Meetings:** The School Board Chair and/or Vice-Chair, in consultation with the Superintendent, will prepare the School Board agenda to ensure a productive School Board meeting. The Chair will contact members of the School Board prior to the meeting to determine if either additional information is needed to support an agenda item or if clarification is needed. The Chair will continuously poll members regarding agenda or report items. If a patron addresses the Board during a meeting with requests for information, the Superintendent may refer the matter to the appropriate staff member. As necessary, the information that is provided to the patron will be provided to the School Board in a timely briefing.
3. **General Communications:** When necessary, the Superintendent will correspond with Board members to convey meaningful information.
  - The Chair and/or Vice Chair will communicate with Board members individually as necessary.
  - The Superintendent will schedule one-on-one meetings with the Board members, as needed.

- The Superintendent/designee will communicate with the board regarding upcoming student/staff HCS events.
4. **Emergency Communications:** The Superintendent or designee will contact the Board as soon as practical when an emergency (e.g., school safety threat, negative personnel issue, negative media attention) has occurred. Depending on the situation, the communication will take place via phone call, text, email, or virtual.
  5. **Parent and Community Concerns:** Unless it will compromise the impartiality of a student discipline hearing or a personnel grievance hearing, Board members will listen to and refer parent and/or community concerns to the appropriate staff member(s) (e.g., teacher, principal, SAC administrator). As appropriate, the Board member will alert the Superintendent and the Chair of the concern.
  6. **Anonymous Concerns:** Such concerns will be referred to the Superintendent for informational purposes only. No action will be required unless additional information provides for an opportunity in which a specific response can be provided to a specific individual. In cases where the complaint involves a particular school or staff member, the principal and/or appropriate staff member will be informed of the concern by the Superintendent or a designee.
  7. **Superintendent Communications with Board Members:** The Superintendent will share information with the Board as a whole except for cases where the topic requires either the protection of privacy of an individual or in cases where such information would adversely impact the Board's response to the matter. At the appropriate time, the Superintendent will inform Board members of the matter and also share issues that may arise from individual Board members.
  8. **Faculty and Staff Concerns:** When either faculty or staff members contact Board members unless it would compromise the impartiality of the Board member's participation in a grievance hearing, the Board member will listen and encourage the staff member to contact the principal, immediate supervisor, and/or the Deputy Superintendent and Chief of Staff as well as advise the Superintendent and Chair about the concern that was shared. When appropriate, as deemed by the Superintendent, the outcome will be reported to the Board.

9. **Board Request for Information from Central Office Staff:** When Board members need information from central office staff members, the request will be brought to the Superintendent's attention by the Board member. However, if seeking clarification on a Board report or proposed revisions to a Board policy, Board members may directly contact the respective Division Leadership Team member, while including the Superintendent on the response. When responding, the Division Leadership Team member will inform the Board Chair and Superintendent. Informational items of a general nature regarding Board business will be routed through the Clerk of the Board.
10. **Board Request for Information from Principals and/or Building Staff:** If a Board member determines the need to request information that pertains to the operations of the organization from principals and/or building staff, the request will be made through the Superintendent's Office. The Superintendent may contact the appropriate staff to follow up with the Board member. The information may be shared with the remainder of the Board.
11. **Strategic Planning:** The Superintendent and Board will engage in long-range planning with specific goals. The Board will evaluate the Superintendent twice a year. The evaluations will include written and oral comments from the Board. The established goals from the Strategic Plan will become the basis for the Superintendent's goals. (HCS is on a five-year cycle plan.)
12. **Media Relations:** The Chair is the official spokesperson for the Board. Board members should refer all formal media inquiries to the Public Relations and Marketing Office and Board Chair, particularly regarding confidential matters when the media is inquiring about personnel issues, legal issues, student discipline, and closed session discussions. The Public Relations and Marketing Office may confer with the Board Chair and the Superintendent on the response. A Board member may choose to respond to the media pertaining to an individual decision while informing the Board Chair and the Public Relations and Marketing Office of such response.