

## **GENEVA C.U.S.D. 304 Board of Education Working Agreements**

- A. The Board regards the creation of a vision and direction for the District to be a primary responsibility.
- B. The relationship between the Superintendent and any individual member of the Board of Education is collegial, not hierarchical.
- C. The Superintendent is accountable only to the full Board of Education.
- D. No Board Member or subset of the Board of Education has the authority to act or speak on behalf of the Board without consent by the Board. The Superintendent is bound to honor only majority board expectations.
- E. The Board and the Superintendent have the right to expect performance, candor and honesty from one another.
- F. Board Members represent the entire district community, not specific groups.
- G. Board Members must respect the confidentiality of the executive session.
- H. The Board as a whole, and each Member, must accept responsibility for Board process and effectiveness.
- I. Making staff decisions trivializes the Board's job, interferes with staff ownership, and reduces the degree to which the staff can be held accountable. Therefore, Board Members will refrain from advising staff in operational areas.
- J. The Superintendent's powers should be used to the fullest, bounded, of course, by the perimeters set by the Board.
- K. Abide by the chain of command. i.e., call the Superintendent with issues or questions rather than stepping out of "Board Work" and taking care of the problem yourself. The Superintendent will inform the entire board of significant issues brought forward. Likewise, when a Board Member requests information, the Superintendent, or his designee, will provide the request and response to all Board Members.
- L. When possible, abide by the "No Surprises" rule.
- M. When possible, explain the reason behind a "no" vote.
- N. Articulate at the meeting why you are asking a question, and weigh the amount of staff time needed for the answer against the importance of having the answer.
- O. The Board will utilize committees and taskforces to assist with their governance. Board Members will be assigned by the President, considering desire, expertise, and fair participation of all.

Approved 10/12/2010  
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