

**Riverside SD 96
Board Agreements
Reaffirmed September 3, 2025**

Unity of purpose

We affirm the unique role of public education, whereby each community collectively pools its resources for the common good through the education of its students. Therefore, we seek to uphold and improve public education for our community.

- We want to build trust and move the district forward.
- We want to become an effective team.
- We want to understand our individual jobs and collective responsibilities.
- We want to be a team with a common, focused direction.
- We want to create a district culture that supports positive change.
- We want to perpetuate a positive district culture that survives in the face of board member and staff turnover.

Please refer to the IASB Policy Reference Manual:

2:20 Powers and Duties of the School Board 2:80-E Board Member Code of Conduct

Concerns from the community and staff ("Customer" concerns)

- Board members will listen carefully, remembering they are only hearing one side of the story.
- Board members will then direct that person to the person in the district most appropriate (Chain of Command) who can help them resolve their concern.
- Board members handling concerns in this manner will clarify that one board member has no individual authority to fix a problem.
- Board members will call the superintendent if they think this is an issue of concern.

Speaking with one voice

- Board members have an obligation to express their opinions and respect others' opinions.
- Board members understand the importance of speaking with one clear voice to both the superintendent and the community.
- The superintendent is accountable only to the full board of education.
- Board members have the right to disagree with the decision of the board, but will support the board in its decision by abiding by the will of the majority.
- No individual board member, other than the board president, has the authority to act or speak on behalf of the board without the consent of the board.
- Once a decision has been made, the board will move forward and not go back and revisit it at subsequent meetings.

Agenda development

- Whenever possible, board members will suggest future agenda items under the New Business" agenda topic during a board meeting.
- If not suggested at a previous meeting, board members may email the superintendent and "cc" the board president with a suggested agenda item.

- Before the meeting, the board president and superintendent will confer on the agenda.
- No significant staff time will be spent researching an agenda item until a majority of the board has agreed to discuss the agenda item

No Surprises

- No one gets surprised at any time (no “gotchas”). Board members understand that this does not negate the opportunity for questions to be asked during board meetings.
- The truth of no surprises is respect for all participants and the process.

Closed session meetings

- Board members respect the confidentiality of privileged information and will not divulge conversations, discussions, or deliberations that take place during a closed session meeting.
- Board members understand that divulging closed session information not only damages the relationship of the team but has the potential for far-reaching consequences that may impact future district operations.

Board discussions and deliberations

- Board members will learn from past experiences, but will move forward and resist the temptation to continually dwell on the past.

Social Media

- Board members recognize that while we may be giving our individual opinion or stating a fact on social media, it has the potential to impact the entire board.
- When promoting official district business and activities, personal use of social media should be limited to directly sharing links from the district media platforms, without personal editorial or opinion.
- Board members will not post rebuttals/responses/corrections to district-related social media posts.