

BOARD POLICY MANUAL

Type:	Board-Management Delegation	Approved:	April 19, 2011
Policy:	BMD-2 Accountability of the Key Employees	Revised:	November 21, 2024
		Last Review:	November 21, 2024

The two Key Employees are the board's only link to operational achievement and conduct, so that all authority and accountability of staff, as far as the board is concerned, is considered the authority and accountability of the Key Employees.

1. The board will never give instructions to persons who report directly or indirectly to either of the Key Employees.
2. The board will refrain from evaluating, either formally or informally, any staff other than the Key Employees.
3. The board will view Key Employee performance as identical to organizational performance, so that organizational accomplishment of board stated Ends and compliance with Executive Limitations shall be viewed as successful Key Employee performance. Therefore the Key Employees' job contributions shall be the accomplishment of Ends within Executive Limitations as specifically delegated through the policies.