

Board Members' Code of Conduct

The Board of Directors commits itself and its members to ethical, businesslike, and lawful conduct, including proper use of authority and appropriate decorum. It has the right to expect adherence to this code of conduct. The board is mindful that actions of board members, even outside of official board business, reflect on the board and the district as a whole.

1. Board members will represent the interests of the entire community. This accountability to the whole district supersedes:
 - 1.1 any conflicting loyalty a member may have to other advocacy or interest groups;
 - 1.2 loyalty based upon membership on other boards or staffs;
 - 1.3 conflicts based upon the personal interests of any board member who is also a parent of a student in the district; or
 - 1.4 conflicts based upon being a relative of an employee of the district.
2. Members must avoid conflicts of interest with respect to their fiduciary responsibility.
 - 2.1 There will be no self-dealing or business conducted by a member with the district except to the extent expressly permitted by law and appropriately disclosed. As required by Washington State law, members will annually disclose to the Public Disclosure Commission (PDC) their involvements with other organizations, with vendors, or with any associations.
 - 2.2 When the board is to decide upon an issue about which a member has an unavoidable conflict of interest, that member shall absent herself or himself without comment, from not only the vote, but also from the deliberation.
 - 2.3 When the board is to decide upon an issue about which a member has an outside association that is not clearly an "unavoidable conflict of interest" as described in 2.2 above, but that might cause question of a conflict, that member will disclose to the whole board, which will determine whether or not the member shall absent herself/himself as described in 2.2 above.
 - 2.4 Board members will not use their board position to obtain employment in the organization for themselves, family members or close associates. Should a board member apply for employment, she or he must first resign from the board.
3. Board members may not attempt to exercise individual authority over the organization.
 - 3.1 Members' interaction with the superintendent or with staff must recognize the lack of authority vested in individuals except when explicitly board authorized. Members will not give personal direction to any part of the operational organization or assume personal responsibility for resolving operational problems or complaints.
 - 3.2 Members' interaction with the public, press or other entities must recognize the same limitation and the inability of any board member but the president, or designee, to speak for the board except to repeat explicitly stated board decisions.
 - 3.3 Except for participation in board deliberation about whether the superintendent has achieved any reasonable interpretation of board policy, members will not publicly express individual negative

judgments of performance of the superintendent or employees of the superintendent/district.

4. Members will respect the confidentiality appropriate to issues of a sensitive nature and other matters that may compromise the integrity or legal standing of the board and district. Materials shared or notes taken within executive and closed sessions will not be removed from the session. Executive and closed sessions are confidential. Discussions held in executive and closed sessions are not to be discussed with anyone else other than board members, superintendent, and legal counsel.
5. To build trust among members and to ensure an environment conducive to effective governance, individual members will:
 - 5.1 Focus on issues rather than personalities.
 - 5.2 Support decisions of the full board.
 - 5.3 Exercise honesty in all written and interpersonal interaction, never intentionally misleading or misinforming one another.
 - 5.4 Criticize privately, praise publicly.
 - 5.5 Make every reasonable effort to protect the integrity and promote the positive image of the district and one another.
 - 5.6 Never embarrass each other or the district.
 - 5.7 Maintain an effort to foster unity and harmony within the board.
 - 5.8 Abide by their own rules and policies.
 - 5.9 Grow as a board member by attending workshops and other types of in-service training.
 - 5.10 Not surprise the superintendent or board members at board meetings or public venues with “hidden agendas” or unexpected topics.

Adoption Date:

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