

In its governance, the Board will exemplify the characteristic core values desired in the work place, which guide development of policies and practices in the District. In addition, Board members will comply with all provisions of the legal code of ethics for local officials.

Board members will:

- Take actions and make decisions that are in the best interest of the students;
- Maintain contact with the public to ensure that their interests are being accurately represented;
- Maintain loyalty to the interests of the school district community rather than any singular, special, or personal interest;
- Stay abreast of local, state and federal issues affecting education in general, and the School District of Altoona in particular;
- Help create and sustain an atmosphere in which controversial or difficult issues can be addressed fairly;
- Maintain a learning and working environment free from any form of discrimination, harassment or intimidation;
- Provide nondiscriminatory educational opportunities for all students and equal employment opportunities within the context of agreements as stipulated in employee handbooks;
- Avoid conflict of interest;
- Maintain confidentiality of privileged information;
- Support due process and protect the civil and human rights of all;
- Recognize their responsibility to the Board as a whole and lack of authority to act on their own.

Specific expectations that display good character, trustworthiness, and professionalism of Board members include:

- Attending all official meetings of the Board. If a member of the Board is unable to attend an official meeting, the board member will notify the Board president or Superintendent prior to that meeting.
- Attending Board development and special meetings of the Board.
- Having reviewed all relevant materials prior to Board meetings to ensure well-informed participation.
- Asking for clarification regarding unclear issues on Board meeting agenda with Board President or Superintendent before Board meeting in order to make well-informed decisions.

- Using courtesy and civility in dealing with other Board members, members of the Administration, citizens, staff and students.
- Maintaining a respectful board environment by addressing conflicts between board members directly with the affected Board member outside of board meetings.
- Refraining from negative communication with or about fellow board members.
- Acting on behalf of the Board only in quorum with other Board members and to refrain from speaking or acting for the Board as an individual unless otherwise specifically directed by a majority of the Board.
- Notifying and communicating to the Board whenever a Board member has been asked to meet with employee groups, their representatives, or community groups, and refrain from speaking on behalf of the Board at these meetings.
- Abstaining from votes only when there may be a conflict of interest.

While Board members do not lose their first amendment rights by virtue of being a Board member, the exercise of such rights may impact Board members' real or perceived impartiality on a matter or issue that comes before the full Board.

To remain impartial, Board members commit:

- To preface any advocacy remarks with the statement that the Board member is acting in her/his individual capacity rather than as a Board member, and is not speaking on behalf of the Board unless authorized by the Board.
- To support majority vote positions of the Board.
- To utilize established channels of communication and direct citizens, staff or students to the appropriate teacher, staff member or administrator for resolution of complaints, comments or requests for information. IF the citizen, staff, or student has followed the established channels of communication and is not satisfied with the recommendation of the Superintendent, that person may request that the board review the complaint. The Board of Education will review the complaint and determine if all policies and procedures have been followed. Unless policies and procedures have not been followed, the decision of the Superintendent is final. At any point, the complainant may make a public appearance at a scheduled school board meeting and speak during the citizen comments portion of the posted agenda, but the Board will not address the issue at that time unless it is on the agenda.

Legal Reference: Wisconsin State Statute Sections 19.88(2), 120.11(2), 946.12

ADOPTED: 04/06/92

AMENDED: 08/15/16