

ETHICS VIOLATIONS

The board believes serious violations of its Code of Ethics by members of the board may be extremely damaging to the school district's reputation or to its ability to function effectively. The board of education bears sole responsibility for remediation and may take the following steps whenever a majority of the board has expressed its concerns about a violation of ethics to the officers:

The board as a whole will review its adopted Code of Ethics during a regularly scheduled meeting or work session and use that opportunity to discuss the consequences of ethics violations.

One member of the board—preferably the board president—will visit informally with the identified member, identifying the specific instances in which that person has behaved unethically and describing the negative impact of those actions on his or her fellow board members or on the school as a whole. Alternatively, the board as a whole will go into executive session during a regular meeting to confront the individual's unethical behavior and to discuss the negative impact.

The board may invite its attorney to participate in an executive session to explain the potential legal ramifications that may arise from certain violations such as disclosing confidential information to the public.

The board may make a motion to “censure” the individual for his or her unethical behavior. Because the board's motions are published as part of the minutes, the motion for censure should specifically identify the Code of Ethics violations and the negative impact on the effectiveness of the board or the district. In this way, the board is able to alert the community to the fact that an individual member of the board is not properly fulfilling the responsibilities for which he or she was elected.

In order to assure responsible school leadership, board members may actively recruit competent individuals to run for election to board service. Board members shall not utilize any district resources in the effort, but may legally recruit and campaign for others to run for the board of education.

Legal Reference: Neb. Statute 79-526

Cross Reference: 102 Educational Philosophy of the District
 201.01 Board Powers and Responsibilities
 202.01 Board Member Code of Ethics
 1001 Principles and Objectives for Community Relations

Approved: 01/14/2008 Last Reviewed: 01/15/2018 Revised: _____