

# Addison Central School District

**Policy:** Code of Conduct  
**File Code:** A5  
**Warned:** September 9, 2024  
**Adopted:** September 23, 2024

## Policy

The Board commits itself and its members to ethical, businesslike, lawful conduct, proper use of authority and appropriate decorum when acting as Board Members.

Board Members shall have loyalty to the stakeholders and to the communities who comprise the ACSD. Board members shall be impartial and keep the needs of the entire district paramount. Board members shall not be conflicted by loyalties to staff, other organizations, or any personal interest as a parent, guardian or friend of a student. Board Members shall avoid conflict of interest with respect to fiduciary responsibilities, including any self-dealing or business by a Board member with the school district. Annually Board members shall disclose to the Board Chair any involvement with other organizations, vendors or any personal or business associations that might be reasonably seen as a conflict. {See Board Conflict of Interest Policy A1 adopted 11/28/22}.

Board members shall not use their Board position to obtain employment in the school district for themselves, family members, or close associates.

Board members shall not attempt to exercise individual authority or influence over any aspect of the school district. Board members' interaction with the Superintendent or staff shall recognize the lack of authority vested in individual members unless explicitly authorized by the Board. "Inquiries or programmatic recommendations related to school operations should be directed to the Superintendent. To the extent that inquiries may require unreasonable effort to fulfill, the Superintendent shall bring the inquiry to the attention of the executive committee." Board members' interaction with public, press, or other entities shall recognize the inability of any individual board member to speak for the Board except as explicitly stated in board decisions.

Board members assigned by the Board Chair to act as a liaison between an organization and the Board shall make clear their role as facilitator of information and not to speak for the Board.

Except for participation in board executive session deliberations about actions or interpretations of Board Policy, board members shall not express individual judgements of ACSD employee performance.

Board members shall respect and keep confidential all personnel issues and all issues of a sensitive nature.