



Manistee Area Public Schools Board of Education Code of Ethics

As Members of the Manistee Area Public Schools Board of Education, we realize that to be the most effective advocates for children, we, as a Board, must function as a team and at all times treat each other and the people we serve with the utmost courtesy, dignity, respect and professionalism. Should we, for whatever reason, fail to follow these guidelines, we ask that our fellow Board Members call it to our attention. Should that occur, we pledge to accept the feedback without anger or retribution, and to renew our efforts to follow this **Code of Ethics and Board Operating Procedures**. We shall promote the best interests of the school District as a whole, and, to that end, we shall adhere to the following educational and ethical standards.

- ▲ I will bring about desired changes through legal and ethical procedures, upholding and enforcing all laws, administrative rules and regulations, court orders pertaining to schools and District policies and procedures.
- ▲ I will make decisions in terms of the educational welfare of all children in the District, regardless of ability, race, religion, creed, sex, sexual orientation, national origin, disability or social standing.
- ▲ I will recognize that the Board must make decisions as a whole, as a body corporate, and make no personal promise or take private action that may compromise the role and integrity of the Board.
- ▲ I will focus Board action on policy making, goal setting, planning and evaluation as outlined in Board policy and state law.
- ▲ I will vote to appoint the best qualified personnel available after due consideration of the recommendation by the Superintendent. I will insist on regular and impartial evaluation of all staff by the Superintendent.
- ▲ I recognize that the role of the Board is to govern and oversee the management of the District. I will delegate authority to the Superintendent for the day-to-day operations of the District.
- ▲ I will not step outside my role to govern and oversee the management of the District by seeking to participate in the administration of the day-to-day operations of the District.
- ▲ I will hold confidential all matters that if disclosed may have a negative impact on the District. I will respect the confidentiality of information that is privileged under applicable law, including closed session discussions.
- ▲ To the extent possible, I will attend all regularly scheduled and specially set Board meetings, arrive on time, and I will be informed of the issues to be considered at the meetings.
- ▲ I will assist in making policy decisions only after full discussion at publicly held Board meetings, and I will render all decisions based on available facts, and I refuse to surrender judgment to individuals or special groups.
- ▲ I will refrain from using my Board position for personal or partisan gain.
- ▲ I will disagree in an agreeable manner. I will not hold grudges or question other Board Members' ethics or motives as to their vote or views on issues.
- ▲ I will be firm, fair, just and impartial in all decisions and actions.
- ▲ I will respect the majority decision as the decision of the Board.
- ▲ I will encourage the free expression of opinion by all Board Members. I will make a good faith effort to understand and accommodate the views of others.
- ▲ I recognize the appropriate channels to refer complaints to the Superintendent and will do so.
- ▲ I will seek communication between the Board, students, staff and the community at Board meetings as required, to conduct Board business.
- ▲ I will communicate to fellow Board Members and the Superintendent at appropriate times, expression of public concerns.
- ▲ I will become informed about current educational issues and seek continuing education opportunities such as those sponsored by state and national Board associations.
- ▲ I will disseminate pertinent information gathered at training workshops and conventions to the Superintendent and fellow Board Members.
- ▲ I will share school District information with other Board Members.

As Board President:

- ▲ I will make sure that persons addressing the Board follow established policy guidelines as outlined in Board policy.
- ▲ I will make sure that persons addressing the Board do so in a professional manner and not allow inappropriate communication to be directed to the Board or the Superintendent during Board meetings.
- ▲ I will ensure that all Board Members are given an opportunity to reflect their views. I will work toward building consensus among all Board Members.

We, the **Manistee Area Public Schools Board of Education**, affirm our commitment to the aforementioned Code of Ethics, approved by action and executed on this *10th Day of February, 2021*.

Jim A. Thompson, President

Paul Wehrmeister, Member

Theresa Anderson, Vice President

Ashley Sensabaugh, Member

Shelley Johnson, Secretary

Justine Slawinski, Member

Paul Antal, M.D., Treasurer