

RESOLUTION OF CENSURE

IN THE MATTER OF THE CONDUCT OF A MEMBER OF THE SCHOOL BOARD

WHEREAS, members of the School Board serve as trustees of public education and are entrusted by the community to conduct themselves in a manner that protects the integrity, stability, and effective operation of the School District; and

WHEREAS, Board Policy 209 sets forth the ethical and professional standards expected of School Board members; and

WHEREAS, Board Policy 209(B) provides that in performing the proper functions of a School Board member, each member shall “consider myself a trustee of public education and do my best to protect, conserve, and advance its progress”; and

WHEREAS, Board Policy 209(D)(4) provides that in meeting responsibilities to the community, each Board member shall “strive to uphold my responsibilities and accountability to the taxpayers in my school district”; and

WHEREAS, Board Policy 209(F)(6) provides that in fulfilling legal obligations, each Board member shall “take no private action that will compromise the school board or administration”; and

WHEREAS, on or about January 9, 2026, School Board member Natalie Copeland made a public social media post regarding recent ICE enforcement actions in Minnesota containing profane and derogatory language directed toward public officials and members of the community; and

WHEREAS, the use of profane, inflammatory, and derogatory language in a public forum by a member of the School Board related to sensitive and politically charged events that are directly impacting the school community constitutes conduct unbecoming a School Board member and is inconsistent with the standards of professionalism, judgment, and restraint expected of an elected official entrusted with the governance of a public school district; and

WHEREAS, the Board Member’s public social media post on January 9, 2026, has caused significant concern and disruption within the school community, diverted administrative time and attention from the District’s educational mission, and undermined public confidence in the School Board’s ability to govern in a respectful, inclusive, and professional manner; and

WHEREAS, on or about January 12, 2026, School Board member Copeland published a public apology regarding the post expressing her regret and committing to “listening, learning and serving our community with empathy and understanding;” and

WHEREAS, such conduct constitutes private action that has compromised the School Board and the administration in violation of Board Policy 209(F)(6); and

WHEREAS, such conduct fails to reflect the responsibilities of a trustee of public education as required by Board Policy 209(B); and

WHEREAS, such conduct is inconsistent with the obligation to uphold accountability to the community and taxpayers as required by Board Policy 209(D)(4); and

WHEREAS, the School Board recognizes that individual Board members retain their personal First Amendment rights, but also affirms that those rights do not absolve Board members from the ethical and governance obligations they accept when serving in public office;

NOW, THEREFORE, BE IT RESOLVED

1. That the School Board hereby formally censures Board Member Copeland for conduct inconsistent with Board Policy 209 and the standards of conduct expected of a member of this Board;
2. That this censure serves as an official expression of the Board's disapproval and a public reprimand for actions that have harmed the governance, operations, and public trust in the School District;
3. That the School Board reaffirms its commitment to civil discourse, respectful leadership, and governance focused on the education, safety, and well-being of all students and staff;
4. That this Resolution shall be entered into the official minutes of the School Board and made part of the District's public record.

Adopted by the School Board this 21st day of January, 2026.