



Preston Joint School District #201 Board of Education

Special Meeting

Monday, February 24, 2025
5:00 PM

District Office
105 East 2nd South
Preston, ID 83263

1. Call to Order
2. Approve Agenda - Action Item
Motion to approve the agenda. This motion, made by Chris Jones (Zone 4 Trustee) and seconded by Launa Moser (Zone 1 Trustee), Carried.
Chris Jones (Zone 4 Trustee): Yea, Dax Keller (Zone 3 Trustee): Yea, Geniel Lyons (Zone 2 Trustee): Yea, Launa Moser (Zone 1 Trustee): Yea, Susan Yardley (Zone 5 Trustee): Yea
Yea: 5, Nay: 0

3. Information Items

3.A. Qualities Desired in Next Superintendent

- **Qualities for New Superintendent**

Discussion on the qualities desired in a new superintendent, focusing on student achievement, preparedness, and the ability to manage a best-in-class team.

3.B. Superintendent Search Process

This is an updated outline for the superintendent search that was discussed at the 2/19/25 board meeting. This is meant for Trustees to discuss and revise based on the needs of the district.

Two committees will be formed.

Committee #1- Application review, searching, summarizing, and recommendations

This committee will be comprised of the following:

2 Teachers (Chosen by the Teacher Association)

2 Parents (Chosen by the School Board)

1 Staff Member (Chosen by the School Board)

This committee will be responsible for meeting together on March 3rd. The applications for candidates will have been collected by the Idaho School Board Association. Tamra Harris will receive those applications on March 3rd from the ISBA. She will deliver them to this committee. The committee will review the applications. They will be responsible to call two (2) listed references and three (3) additional reference not listed per candidate. They will compile a report that will give a summary of responses from references, concerns and advantages of each candidate. They will not offer any rating or which candidate is better than another. They will report their findings to the Board of Trustees on Friday, March 7th at 5:00 PM in an executive session. The board will deliberate in executive session. Then, in an open public session, the board will entertain a motion to interview candidates

with a preference of three with subject to additional as the board determines.

Those candidates will be contacted for interviews scheduled on Tuesday, March 11th, currently at 2:00 PM, 3:00 PM, and 4:00 PM, with times subject to change as needed. Each candidate will be asked the same identical questions. These interviews will be held in an executive session, and all internal applicants will be interviewed. Current school leadership will help develop the questions. The names of the finalists will be selected after the interviews in the open session, and where they are from will be made public.

Committee #2- Town Hall Oversight

This committee will be comprised of the following:

1 teacher (appointed by the Teacher Association),

1 parent (decided upon by Trustees)

1 administrator (both appointed by the Trustees)

This committee will organize and carry out a Community Outreach Event. All candidates will be present together in a separate room. Each candidate will be invited into the Boardroom one at a time to answer identical questions for a period that will last no longer than thirty minutes per candidate, beginning at 6:00 PM, 6:30 PM, and 7:00 PM, depending on the number of finalists selected by the board.

Community members and district staff are welcome to attend in person or via Zoom. The committee will present the questions. The committee will determine the best way to advertise the event. The committee will determine the best way to gather responses from the community for input to be shared with the Trustees. Comment cards from the ISBA might possibly be used.

The Board of Trustees will reconvene on Tuesday, March 11th at 8:00 PM to deliberate and make a final hiring decision, with the possibility of additional executive session interviews as the board sees fit for the finalist and the decision being made the next day, Wednesday, March 12th if needed.

Tamra Harris will facilitate these committees by providing space, reading the expectations of the committee, and assisting them with items they may need to do the job they are asked to do.

It is asked of the Board to bring suggestions of parents, staff or administrators that they feel would be stellar to serve on these committees.

4. Action Items

4.A. Superintendent Selection and Hiring Process

Approve the process as outlined. This motion, made by Launa Moser (Zone 1 Trustee) and seconded by Geniel Lyons (Zone 2 Trustee), Carried.

*Chris Jones (Zone 4 Trustee): Yea, Dax Keller (Zone 3 Trustee): Yea, Geniel Lyons (Zone 2 Trustee): Yea, Launa Moser (Zone 1 Trustee): Yea, Susan Yardley (Zone 5 Trustee): Yea
Yea: 5, Nay: 0*

4.B. Superintendent Search Committees and Members

• Superintendent Search Committees

The meeting addressed the approval of the superintendent search committees and their members, including those from the Teachers Association. Alternates were also named in the event someone is unavailable.

Approve committee members as outlined. This motion, made by Launa Moser (Zone 1 Trustee) and seconded by Susan Yardley (Zone 5 Trustee), Carried.

*Chris Jones (Zone 4 Trustee): Yea, Dax Keller (Zone 3 Trustee): Yea, Geniel Lyons (Zone 2 Trustee): Yea, Launa Moser (Zone 1 Trustee): Yea, Susan Yardley (Zone 5 Trustee): Yea
Yea: 5, Nay: 0*

5. Information Items

5.A. Administrative Salary Discussion

- **Administrative Salary Discussion**

The discussion focused on the next year's administrative salary and budget concerns. There is a need for a clear understanding of the budget and potential adjustments to meet salary requirements.

5.B. School Board Responsibilities

IDAHO SCHOOL BOARD ASSOCIATION

~ISBA **Roles and Responsibilities** (handout attached)

~ISBA School Board Standards of **Priorities, Protocols, and Processes** underscore the essential components for improving **Governance** of school districts. By giving special attention to these foundational elements, a school board can effectively lead and govern in a way that promotes continuous improvement in student outcomes.

~ISBA **Professional Development** to accommodate members' needs. Some top requested workshops:

- Board Basics - covers general governance, including an overview of roles and responsibilities, board norms and protocols, and board meeting basics.
- Roles & Responsibilities - goes deeper into the different responsibilities of the board and superintendent in eight areas
- Board Norms & Protocols - facilitation of identifying areas that would benefit from the development and/ or revision of norms and/or protocols so the board can run efficiently with a focus on the mission and vision of the board.
- Superintendent Evaluation - provides ISBA's superintendent evaluation tool that includes indicators and rubrics. Covers the five-step process for evaluation of superintendent that not only meets the requirements of Idaho code, but also provides an accurate, fair and substantive evaluation which is the most significant lever a school board has to drive improvement.
- Strategic Planning - assists your board, superintendent, and leadership team in developing a long-term, typically five-year, strategic plan. The benefits of a strategic plan are creating a focus for the superintendent and a way to measure progress of the identified goals.
- Continuous Improvement Plan - Idaho code requires all boards to approve and monitor an annual continuous improvement plan. This professional development assists your board in creating, revising, aligning, implementing, and monitoring the continuous improvement plan.

CODE OF ETHICS FOR BOARD MEMBERS

<https://idahosba.wpenginepowered.com/wp-content/uploads/2022/01/Code-of-Ethics-for-School-Board-Members-Revised-Jan-2022.pdf> (copy also attached)

IDAHO CODE TITLE 33 CHAPTER 5

<https://legislature.idaho.gov/statutesrules/idstat/title33/t33ch5/>

~Sampling of responsibilities listed below includes the following duties:
33-506

3) It shall be the duty of each member of the board of trustees to attend all meetings, both regular and special; and the board shall have the following powers and duties:

(a) To make bylaws, rules and regulations for its government and that of the district, consistent with the laws of the state of Idaho and the rules and regulations of the state board of education;

(b) To call special meetings or elections for such purpose as may be necessary for the proper conduct and management of the school or schools of the district;

33-510

(5) Each board of trustees shall provide the opportunity for members of the public

residing in the school district to comment on school and education matters at regular meetings of the board of trustees. Each board of trustees shall hear public comment, if offered by a member of the public, prior to taking action on an agenda item. Public comment shall be limited to items listed on the meeting agenda. Nothing in this subsection restricts a board of trustees from establishing reasonable standards for the public comment period of the meeting, including time limits and conduct standards.

33-512

(1) To fix the days of the year and the hours of the day when schools shall be in session.

(2) To adopt and carry on and to provide for the financing of a total educational program for the district.

33-513

1. To employ professional personnel, on written contract in form approved by the state superintendent of public instruction, conditioned upon a valid certificate being held by such professional personnel at the time of entering upon the duties thereunder.

2. In the case of school districts, to employ a superintendent of schools for a term not to exceed three (3) years, who shall be the executive officer of the board of trustees with such powers and duties as the board may prescribe. The superintendent shall also act as the authorized representative of the district whenever such is required, unless some other person shall be named by the board of trustees to act as its authorized representative. The board of trustees shall conduct an annual, written formal evaluation of the work of the superintendent of the district to be completed no later than June 1. The evaluation shall indicate the strengths and weaknesses of the superintendent's job performance in the year immediately preceding the evaluation and areas where improvement in the superintendent's job performance, in the view of the board of trustees, is called for.

5. To suspend, grant leave of absence, place on probation or discharge certificated professional personnel for a material violation of any lawful rules or regulations of the board of trustees or of the state board of education, or for any conduct which could constitute grounds for revocation of a teaching certificate. Any certificated professional employee, except the superintendent, may be discharged during a contract term under the following procedures:

(a) The superintendent or any other duly authorized administrative officer of the school district may recommend the discharge of any certificated employee by filing with the board of trustees written notice specifying the alleged reasons for discharge.

(i) At the hearing, the superintendent or other duly authorized administrative officer shall present evidence to substantiate the allegations contained in such notice.

(j) The employee may produce evidence to refute the allegations. Any witness presented by the superintendent or by the employee shall be subject to cross-examination. The board may also examine witnesses and be represented by counsel.

7. To delegate to the superintendent or other designee the ongoing authority to place any employee on a period of involuntary leave of absence should the superintendent or designee believe that such action is in the best interest of the district. Upon the superintendent or designee's action to place a certificated employee on a period of involuntary leave of absence, the board shall ratify or nullify the action of the superintendent or designee at the next regularly scheduled meeting of the board or at a special meeting of the board should the next regularly scheduled meeting of the board not be within a period of twenty-one (21) days from the date of the action.

IDAHO CODE TITLE 74 CHAPTER 2

Transparent and Ethical Government Open Meeting Law

74-203

1) Except as provided below, all meetings of a governing body of a public agency shall be open to the public and all persons shall be permitted to attend any meeting except as otherwise provided by this act. No decision at a meeting of a governing body of a public agency shall be made by secret ballot.

74-206

An executive session may only be held for ten reasons:

(a) To consider hiring a public officer, employee, staff member or individual agent, wherein the respective qualities of individuals are to be evaluated in order to fill a particular vacancy or need;

(b) To consider the evaluation, dismissal or disciplining of, or to hear complaints or charges brought against, a public officer, employee, staff member or individual agent, or public school student;

(c) To acquire an interest in real property not owned by a public agency;

(d) To consider records that are exempt from disclosure as provided in chapter 1, title 74, Idaho Code;

(e) To consider preliminary negotiations involving matters of trade or commerce in which the governing body is in competition with governing bodies in other states or nations;

(f) To communicate with legal counsel for the public agency to discuss the legal ramifications of and legal options for pending litigation, or controversies not yet being litigated but imminently likely to be litigated. The mere presence of legal counsel at an executive session does not satisfy this requirement;

(g) By the commission of pardons and parole, as provided by law;

(h) By the custody review board of the Idaho department of juvenile corrections, as provided by law;

(i) To engage in communications with a representative of the public agency's risk manager or insurance provider to discuss the adjustment of a pending claim or prevention of a claim imminently likely to be filed. The mere presence of a representative of the public agency's risk manager or insurance provider at an executive session does not satisfy this requirement; or

(j) To consider labor contract matters authorized under section 74-206A (1)(a) and (b), Idaho Code.

(2) The exceptions to the general policy in favor of open meetings stated in this section shall be narrowly construed. It shall be a violation of this chapter to change the subject within the executive session to one not identified within the motion to enter the executive session or to any topic for which an executive session is not provided.

(3) No executive session may be held for the purpose of taking any final action or making any final decision.

6. Adjourn

Adjourn the meeting. This motion, made by Launa Moser (Zone 1 Trustee) and seconded by Chris Jones (Zone 4 Trustee), Carried.

*Chris Jones (Zone 4 Trustee): Yea, Dax Keller (Zone 3 Trustee): Yea, Geniel Lyons (Zone 2 Trustee): Yea, Launa Moser (Zone 1 Trustee): Yea, Susan Yardley (Zone 5 Trustee): Yea
Yea: 5, Nay: 0*

Roles & Responsibilities of School Boards and Superintendents



"What is the role of the Board and what is the role of the superintendent in the operation of the school district?" This is a question often asked and misunderstood by Board members and superintendents.

The age-old statement that the Board sets policy and the superintendent administers that policy would seem to indicate a clear dividing line between the respective roles. That distinction, however, is not always so clear nor is it one upon which everyone involved agrees.

Board members are usually "doers"; they operate businesses, they run homes, they buy supplies. "Doers" often find it hard to look at the big picture and make decisions that cause other people to "do" the job. Many times they are tempted to get in and "do" the job themselves. Conflicts arise when the Board and the superintendent have not defined their specific roles within the district.

Because the needs of a district vary and leadership and management styles vary, the real need in each district is for the board and superintendent to decide what each is to do and establish proper policies and procedures that will lead to the performance of those duties.

As they make decisions and find themselves involved in the business of the district, board members should ask themselves: "Am I providing leadership to the superintendent and staff, and establishing policy for the district or have I stepped into the role of administrator?"

Superintendents should ask themselves: "Am I providing leadership to the board, in pointing out areas where policy is needed, or am I usurping the Board's responsibility by establishing policy? Worse yet, am I forcing the board to make administrative decisions because I don't want to take the responsibility?"

Keeping roles clear and communication open is the key to good Board and superintendent relationships.

Roles & Responsibilities of School Boards and Superintendents



<u>Roles/Responsibilities</u>	<u>School Board</u>	<u>Superintendent</u>
1. General	Governs the District	Advises the Board – Manages the District
2. Policy	Adopts	Suggests and Implements
3. Board Meetings	In charge of	Serves as resource
4. Budget/Finance/Audits	Adopts and monitors	Prepares, administers, monitors, details
5. Instruction/Curriculum	Establishes criteria, approves, and monitors	Recommends, oversees staffs' efforts
6. Personnel	Establishes criteria, approves, or rejects	Interviews, recommends, hires, evaluates, promotes, trains
7. Community Relations	Creates a positive image for district	Creates a positive image for district, directs communications
8. Labor Relations	Provides guidelines, ratifies contracts	Monitors process within guidelines
9. Student Services	Adopts policies for care and control	Recommends, implements, directs
10. Facilities/Food Service /Transportation	Develops policy on use of	Implements policy, writes procedures, makes recommendations

Roles & Responsibilities of School Boards and Superintendents



1 - GENERAL AREAS

SCHOOL BOARD

1. Establishes rules and policies for the governance of the school district.
2. Approves a planning process to include stakeholders in developing a comprehensive plan for student achievement.
3. Invests the superintendent with those powers and duties in accordance with board policy and state and federal laws.
4. Requires professional leadership from the superintendent.
5. Participates in educational conferences, workshops, training, and professional organizations.

SUPERINTENDENT

1. As the chief executive officer of the Board the superintendent is responsible for implementing board policies and directives.
2. Recommends a comprehensive planning process for student achievement.
3. Coordinates the operation of the schools, supervision of the instructional programs, and management of district personnel.
4. Provides educational leadership to the Board, staff, students, and community.
5. Identifies needs of the district and reports them to the Board.
6. Keeps the Board aware of statewide and national educational developments and changes.
7. Continually upgrades his/her professional knowledge and qualifications through membership and participation in professional associations, conferences, and workshops.

Individual districts may want to make changes to the above roles and responsibilities according to the differences and needs of the district.

Roles & Responsibilities of School Boards and Superintendents



2 - POLICY

SCHOOL BOARD

1. Clarifies for the superintendent the intent of the Board and actions necessary for implementation of Board policy.
2. Reviews and evaluates Board policies on an ongoing basis.

SUPERINTENDENT

1. Acts as advisor to the Board on areas needing policy development or revision.
2. Drafts written policy and provides the Board with necessary data and information for policy adoption.
3. Maintains a current, up-to-date manual of adopted policies.
4. Develops rules and procedures necessary to implement the Board's policies.
5. Identifies policy areas that the Board should revise, rewrite, or repeal as needs of the district or laws and rules change.

Individual districts may want to make changes in the above roles and responsibilities according to the differences and needs of the district.

Roles & Responsibilities of School Boards and Superintendents



3 - MEETINGS

SCHOOL BOARD

1. All duties imposed upon the Board are performed at a public board meeting.
2. The Board refrains from misuse of the executive session provisions as defined in the Public Meeting Law.
3. The Board establishes, through policy, the operational guidelines or practices for meetings.
4. The Board chair, in consultation with the superintendent, develops the meeting agenda.
5. The Board identifies, for the superintendent, the information needed for decision making.
6. Board members receive their agenda materials in adequate time for study before scheduled Board meetings.

SUPERINTENDENT

1. Serves as an advisor to the Board during regularly scheduled meetings.
2. Assures compliance with all legal requirements relative to the posting of notices and maintenance of meeting records.
3. Identifies areas of business which the Board should address at meetings.
4. Prior to meetings, provides Board members with sufficient information for decision making.
5. Implements Board decisions and instructions developed at meetings.
6. Assures that Board meetings, including executive sessions, meet the requirements of the law.

Individual districts may want to make changes in the above roles and responsibilities according to the differences and needs of the district.

Roles & Responsibilities of School Boards and Superintendents



4 - BUDGET/FINANCE

SCHOOL BOARD

1. Establishes priorities for the financial management of the district.
2. Approves the decision to ask the voters to pass a supplemental levy.
3. Provides the superintendent with the Board's priorities in the development of the budget.
4. Explores with the district auditor the internal controls of the district.
5. Reviews the budget on a monthly basis and makes adjustments as needed.
6. Reviews and approves the monthly bills.

SUPERINTENDENT

1. Prepares a detailed budget based on the Board's priorities and parameters.
2. Presents a budget to the board and/or budget committee for consideration and approval.
3. Makes a Recommendation to the Board about the need for and the amount of a supplemental levy.
4. Administers the budget assuring that the expenditures of district funds are within the legal requirements of the budget.
5. Acts as a resource to the board within the framework of the district audits.

Individual districts may want to make changes in the above roles and responsibilities according to the differences and needs of the district.

Roles & Responsibilities of School Boards and Superintendents



5 - INSTRUCTION

SCHOOL BOARD

1. Establishes educational philosophy, goals, and objectives for the instructional program of the district.
2. Adopts and/or changes standards and instructional programs as necessary or as recommended by the superintendent.
3. Regularly reviews student achievement data.
4. Reports to the community the status of education in the district.
5. Identifies and adopts graduation requirements.
6. Periodically requests reports from professional staff relative to assessments and instructional programs.

SUPERINTENDENT

1. Provides leadership to the Board and staff in the continuous development, implementation, and evaluation of the instructional program.
2. Recommends appropriate graduation standards and methods to measure their attainment.
3. Assigns staff to instructional areas and informs the Board.
4. Regularly schedules presentations and reports by staff on various segments of assessments and instructional programs as requested by the Board.
5. Recommends and implements policy on selection of instructional materials and equipment.

Individual districts may want to make changes in the above roles and responsibilities according to the differences and needs of the district.

Roles & Responsibilities of School Boards and Superintendents



6 - PERSONNEL

SCHOOL BOARD

1. Employs certificated and classified staff members based on the recommendation of the superintendent.
2. Promotes good working relations with staff through the district's chain of command.
3. Adopts policy on evaluation of personnel.
4. Receives and acts on personnel recommendations from the superintendent.
5. Conducts an annual evaluation of the superintendent.

SUPERINTENDENT

1. Recommends to the Board the employment or dismissal of all certificated and classified staff.
2. Responsible for the supervision of all employees of the district.
3. Establishes job descriptions for all positions.
4. Serves as the Board's liaison with staff.
5. Fosters good working relationships with staff members.
6. Develops a systematic plan for evaluating the performance of all district personnel.
7. Delegates authority to staff members, as appropriate.
8. Conducts evaluations of administrators under his/her supervision.

Individual districts may want to make changes in the above roles and responsibilities according to the differences and needs of the district.

Roles & Responsibilities of School Boards and Superintendents



7 - COMMUNITY RELATIONS

SCHOOL BOARD

1. Represents public education serving as a liaison between the school district and the community.
2. Maintains an awareness of community values, concerns, and interests.
3. Actively participates in programs that build good community relations.
4. Appoints advisory committees when necessary and outlines their responsibilities.
5. Appoints the district's spokesperson(s) to deal with the news media.
6. Channels complaints or grievances through the established channels.

SUPERINTENDENT

1. Informs and interprets school programs and activities to the community.
2. Serves as the Board's liaison with appointed advisory committees.
3. Establishes a working relationship with the news media.
4. Makes recommendations to the Board for resolution of complaints that cannot be resolved at the administrative level.

Individual districts may want to make changes in the above roles and responsibilities according to the differences and needs of the district.

Roles & Responsibilities of School Boards and Superintendents



8 - LABOR RELATIONS

SCHOOL BOARD

1. Establishes guidelines and criteria for the salary and benefit discussions process for certified personnel.
2. Reviews offers submitted by the Union and makes counter offers.
3. Ratifies the final Master Agreement

SUPERINTENDENT

1. Provides factual data to the Board about the implications of salary and benefit increases and staffing considerations.
2. Assists with negotiations by sitting at the negotiating table.
3. Provide the Board with all offers being presented by the Union.
4. Administers contracts the Master Agreements as appropriate.

Individual districts may want to make changes in the above roles and responsibilities according to the differences and needs of the district.

Roles & Responsibilities of School Boards and Superintendents



9 - STUDENT SERVICES

SCHOOL BOARD

1. Adopts policies for provision of student services including admission, attendance, activities, rights and responsibilities, discipline, and welfare.
2. Adopts policies necessary to assure the safety and health needs of students.

SUPERINTENDENT

1. Recommends and implements policies and rules to maintain adequate services and control of students.
2. Develops and implements procedures to deal with health and safety emergencies.
3. Provides for the direction and supervision of student activities.

Individual districts may want to make changes in the above roles and responsibilities according to the differences and needs of the district.

Roles & Responsibilities of School Boards and Superintendents



10 - FACILITIES, TRANSPORTATION, and FOOD SERVICES

SCHOOL BOARD

1. Adopts policies governing use of public buildings, grounds, and equipment.
2. Prioritizes construction and/or building renovation needs of the district.
3. Approves the decision to ask the voters for a Bond and/or Levy for facility needs.
4. Adopts policies to provide for student transportation needs.
5. Adopts policies to provide for food services.

SUPERINTENDENT

1. Provides for the upkeep of facilities and maintenance of equipment.
2. Prioritizes long-range plans for preventive maintenance of buildings, grounds, and equipment.
3. Makes a recommendation to the Board about the need for, and the amount of a Bond and/or Levy for facility needs.
4. Recommends and supervises the public use of buildings, facilities, and equipment.
5. Supervises the transportation of the district, assigning staff as appropriate.
6. Supervises the food services program, assigning staff as appropriate.

Individual districts may want to make changes in the above roles and responsibilities according to the differences and needs of the district.



Code of Ethics for School Board Members

As a member of my local board of trustees, I will strive to improve student achievement in public education, and to that end I will:

1. Attend all regularly scheduled board meetings insofar as possible, having read my packet ensuring that I am informed about the issues to be considered at the meetings;
2. Recognize that the board must comply with the Open Meeting Law and only has authority to make decisions at official board meetings;
3. Make all decisions based on the available facts and my independent judgment, and refuse to surrender that judgment to individuals or special interest groups;
4. Understand that the board makes decisions as a team. Individual board members may not commit the board to any action unless so authorized by official board action;
5. Recognize that decisions are made by a majority vote and the outcome should be supported by all board members;
6. Acknowledge that policy decisions are a primary function of the board and should be made after full discussion at publicly held board meetings, recognizing that authority to administer policy rests with the superintendent or administrator of the charter school;
7. Be open, fair and honest – no hidden agendas, and respect the right of other board members to have opinions and ideas which differ from mine;
8. Recognize that the superintendent or the administrator is the board's advisor and should be present at all meetings, except where the superintendent/administrator is the subject matter, or where the superintendent/administrator's presence is a conflict of interest. Further, the Superintendent/Administrator shall not be present during any Board deliberation regarding a student expulsion hearing and/or when the board deliberates regarding a teacher non-renewal or termination advanced by the administration.;
9. Understand the chain of command and refer problems or complaints to the proper administrative office while refraining from communications that may create conditions of bias should a concern ever rise to the attention of the board as a hearings panel;
10. Keep abreast of important developments in educational trends, research and practices by individual study and through participation in programs providing such information;
11. Respect the right of the public to be informed about district decisions and school operations;
12. Understand that I will receive information that is confidential and cannot be shared;
13. Give staff the respect and consideration due skilled, professional employees and support the employment of those best qualified to serve as district staff, while insisting on regular and impartial evaluation of all staff;
14. Present personal criticism of district operations to the superintendent or administrator, not to district staff or to a board meeting;
15. Refuse to use my board position for personal or family gain or prestige. I will announce any conflicts of interest before board action is taken; and
16. Remember always that my first and greatest concern must be the educational welfare of the students attending the public schools.

Trustee Signature: _____

Date: _____