

John Bergs
Activities Director
Margot Hansen
Director of Teaching & Learning
Jeff Heine
Buildings & Grounds Director



Chuck Keller
Business Director
Angie Kahle
Student Support Services Director
Dorothy Koller
Community Education Director

ORGANIZATIONAL BOARD MEETING

District Office, 130 South Willow Street, Belle Plaine, MN 56011

6:00 PM Monday, January 7, 2019

Our mission is to pursue excellence in academics, programming, and the social and emotional development of our students. Fostering a culture of kindness, inclusion, and pride in ourselves, our school, and our community.

1. Call to

Acting Chair Kahle

Order:

Time: _____

Absent Members: _____

2. Election of 2019 School Board Officials:

Acting Chair Kahle

1. Chair

2. Vice-Chair

3. Clerk

4. Treasurer

3. Acknowledgment of Visitors:

Board Chair

4. Other Items as Brought Before the Board & Approval of Agenda:

Board Chair

5. Consensus Items:

Board Chair

1. 2019 Official Depository

2. 2019 Official Newspaper

3. 2019 Official School Attorney

4. 2019 Mileage Reimbursement Rate

6. Action Items:

1. <u>ISD #716 Authorization Resolution</u>		<u>3</u>
2. <u>2019 Regular Board Meeting Dates</u>	Dr. Ryan Laager	<u>9</u>
3. <u>Organizational Structure</u>	Dr. Ryan Laager	<u>10</u>
4. <u>Board Member Compensation</u>	Dr. Ryan Laager	

7. Discussion Items:

1. <u>Superintendent Update</u>	Dr. Ryan Laager	
2. <u>SPED and Regular Ed/CE Vans:</u>	Jessica Emerson/Chuck Keller	
3. <u>Facility Requests and Improvements:</u>	Terry Kahle	
4. <u>Policy Review:</u>	Dr. Laager/Mr. Kreft	<u>11</u>

8. Upcoming Meetings:

9. <u>Adjourn:</u>	Board Chair	
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Board Clerk

Date

CORPORATE AUTHORIZATION RESOLUTION

By: Belle Plaine Independent School District 716
130 S Willow Street
Belle Plaine, MN. 56011

A. I, Amanda Gregory, certify that I am Secretary (clerk) of the above named School District organized under the laws of Minnesota, Federal Employer I.D. Number 416008375, engaged in business under the name of Belle Plaine, Ind. School Dist. 716, and that the following is a correct copy of resolution adopted at a meeting of the Board of Directors of this corporation duly and properly called and held on January 7, 2019. These resolutions appear in the minutes of this meeting and have not been rescinded or modified.

B. Be it resolved that,

- (1) The Financial Institution (State Bank of Belle Plaine) is designated as a depository for the funds of this school district.
- (2) This resolution shall continue to have effect until express written notice of its rescission or modification has been received and recorded by this Financial Institution.
- (3) All transactions, if any, with respect to any deposits, withdrawals, rediscounts and borrowings by or on behalf of this school district with this Financial Institution prior to the adoption of this resolution are hereby ratified, approved and confirmed.
- (4) Any of the persons named below, so long as they act in a representative capacity as agents of this corporation, are authorized to make any and all other contracts, agreements, stipulations and orders which they may deem advisable for the effective exercise of the powers indicated below, from time to time with this Financial Institution, concerning funds deposited in this Financial Institution, moneys borrowed from this Financial Institution or any other business transacted and between this school district and this Financial Institution subject to any restrictions stated below.
- (5) Any and all prior resolutions adopted by the Board of Directors of this school district and certified to this Financial Institution as governing the operation of this school district's account(s), are in full force and effect, unless supplemented or modified by this authorization.
- (6) This school district agrees to the terms and conditions of any account agreement, properly opened by any authorized representative(s) of this school district, and authorizes the Financial Institution named above, at any time, to charge this school district for all checks, drafts, or other orders, for the payment of money, that are drawn on this Financial Institution, regardless of by whom or by what means the facsimile signature(s) may have been affixed so long as they resemble the facsimile signature specimens in section C. (or the facsimile signature specimens that this school district files with this Financial Institution from time to time) and contain the required number of signatures for this purpose.

C. If indicated, any person listed below (subject to any expressed restrictions) is authorized to:

(A) Chuck Keller, Business Director

(B) Amy Franck, Payroll

(C) Ryan Laager, Superintendent

Indicate A, B, and/or C

_____ C _____ (1) Exercise all of the powers listed in (2) through (6).

_____ A or C _____ (2) Open any deposit or checking account(s) in this school district.

_____ A, B, or C _____ (3) Endorse checks and orders for the payment of money and withdraw funds on deposit with this Financial Institution.

Number of authorized signatures required for this purpose _____ 2 _____.

_____ A & C _____ (4) Borrow money on behalf and in the name of this school district, sign, execute and deliver promissory notes or other evidences of indebtedness.

Number of authorized signatures required for this purpose _____ 2 _____.

_____ A & C _____ (5) Endorse, assign, transfer, mortgage or pledge bills receivable, warehouse receipts, bills of lading, stocks, bonds, real estate or other property now owed or acquired by this school district as security for sums borrowed, and to discount the same, unconditionally guarantee payment of all bills received, negotiated or discounted and to waive demand, presentment, protest, notice of protest and notice of non-payment.

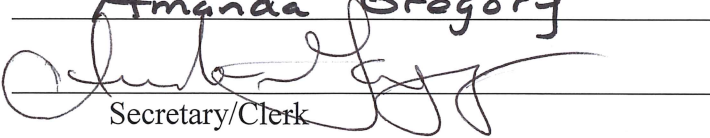
Number of authorized signatures required for this purpose _____ 2 _____.

_____ A & C _____ (6) Enter into written lease for the purpose of renting and maintaining a Safe Deposit Box in this Financial Institution.

Number of Authorized persons required to gain access and to terminate the lease _____ 2 _____.

D. I further certify that the board of Directors of this school district has, and at the time of adoption of this resolution had, full power and lawful authority to adopt the foregoing resolutions and to confer the powers granted to the persons named who have full power and lawful authority to exercise the same.

In Witness Whereof, I have hereunto subscribed my name and signature

Amanda Gregory

Secretary/Clerk

January 8, 2018

Belle Plaine Ind. School Dist. 716 Authorization Resolution

CORPORATE AUTHORIZATION RESOLUTION

By: Belle Plaine Independent School District 716
130 S Willow Street
Belle Plaine, MN. 56011

A. I, Amanda Gregory, certify that I am Secretary (clerk) of the above named School District organized under the laws of Minnesota, Federal Employer I.D. Number 416008375, engaged in business under the name of Belle Plaine, Ind. School Dist. 716, and that the following is a correct copy of resolution adopted at a meeting of the Board of Directors of this corporation duly and properly called and held on January 8, 2018. These resolutions appear in the minutes of this meeting and have not been rescinded or modified.

B. Be it resolved that,

- (1) The Financial Institution (Cornerstone State Bank) is designated as a depository for the funds of this school district.
- (2) This resolution shall continue to have effect until express written notice of its rescission or modification has been received and recorded by this Financial Institution.
- (3) All transactions, if any, with respect to any deposits, withdrawals, rediscounts and borrowings by or on behalf of this school district with this Financial Institution prior to the adoption of this resolution are hereby ratified, approved and confirmed.
- (4) Any of the persons named below, so long as they act in a representative capacity as agents of this corporation, are authorized to make any and all other contracts, agreements, stipulations and orders which they may deem advisable for the effective exercise of the powers indicated below, from time to time with this Financial Institution, concerning funds deposited in this Financial Institution, moneys borrowed from this Financial Institution or any other business transacted and between this school district and this Financial Institution subject to any restrictions stated below.
- (5) Any and all prior resolutions adopted by the Board of Directors of this school district and certified to this Financial Institution as governing the operation of this school district's account(s), are in full force and effect, unless supplemented or modified by this authorization.
- (6) This school district agrees to the terms and conditions of any account agreement, properly opened by any authorized representative(s) of this school district, and authorizes the Financial Institution named above, at any time, to charge this school district for all checks, drafts, or other orders, for the payment of money, that are drawn on this Financial Institution, regardless of by whom or by what means the facsimile signature(s) may have been affixed so long as they resemble the facsimile signature specimens in section C. (or the facsimile signature specimens that this school district files with this Financial Institution from time to time) and contain the required number of signatures for this purpose.

C. If indicated, any person listed below (subject to any expressed restrictions) is authorized to:

(A) Chuck Keller, Business Director

(B) Amy Franck, Payroll

(C) Ryan Laager, Superintendent

Indicate A, B, and/or C

_____ C _____ (1) Exercise all of the powers listed in (2) through (6).

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_____ A, B, or C _____ (3) Endorse checks and orders for the payment of money and withdraw funds on deposit with this Financial Institution.

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Number of authorized signatures required for this purpose _____ 2 _____.

_____ A & C _____ (5) Endorse, assign, transfer, mortgage or pledge bills receivable, warehouse receipts, bills of lading, stocks, bonds, real estate or other property now owed or acquired by this school district as security for sums borrowed, and to discount the same, unconditionally guarantee payment of all bills received, negotiated or discounted and to waive demand, presentment, protest, notice of protest and notice of non-payment.

Number of authorized signatures required for this purpose _____ 2 _____.

_____ A & C _____ (6) Enter into written lease for the purpose of renting and maintaining a Safe Deposit Box in this Financial Institution.

Number of Authorized persons required to gain access and to terminate the lease _____ 2 _____.

D. I further certify that the board of Directors of this school district has, and at the time of adoption of this resolution had, full power and lawful authority to adopt the foregoing resolutions and to confer the powers granted to the persons named who have full power and lawful authority to exercise the same.

In Witness Whereof, I have hereunto subscribed my name and signature

Amanda Gregory

Secretary/Clerk

January 8, 2018

Belle Plaine Ind. School Dist. 716 Authorization Resolution

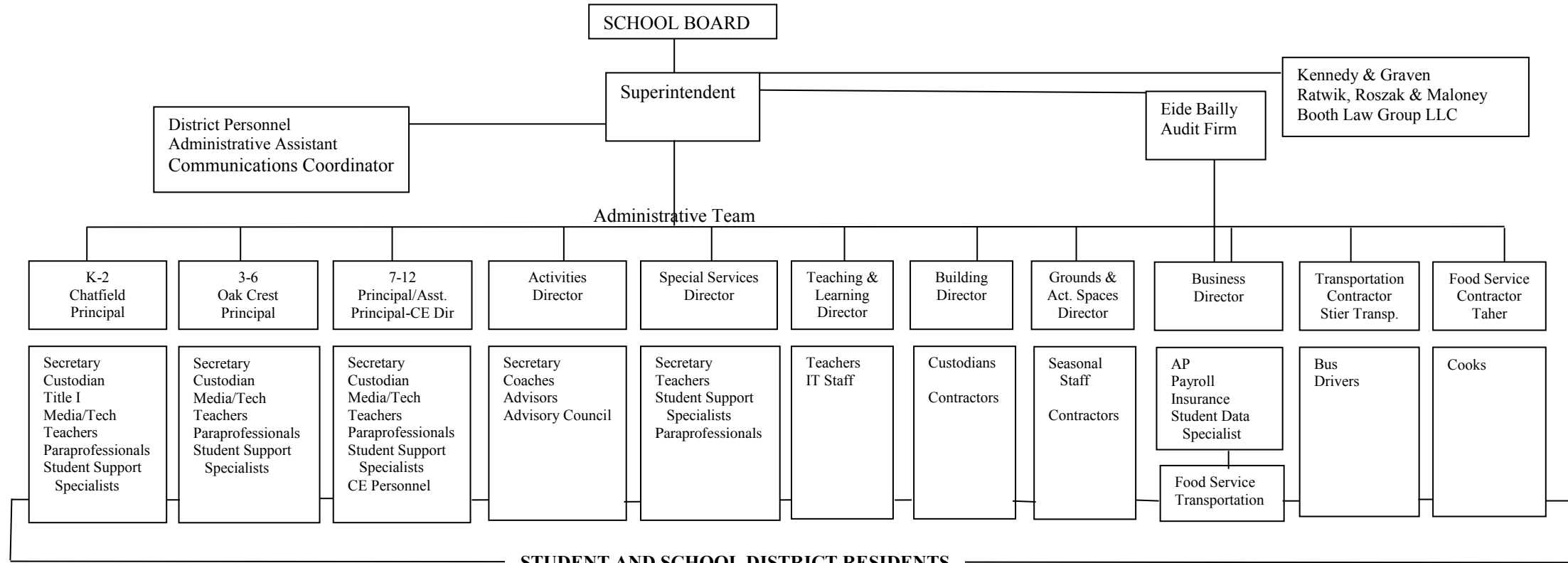
2019 Meeting Schedule Belle Plaine School Board

January 7	Organizational Meeting
January 28	Regular Board Meeting
February 18	Board Work Session
February 25	Regular Board Meeting
March 18	Board Work Session/Regular Board Meeting
April 8	Board Work Session
April 22	Regular Board Meeting
May 13	Board Work Session
May 20	Regular Board Meeting
June 10	Board Work Session
June 24	Regular Board Meeting
July 22	Regular Board Meeting
August 12	Retreat/Board Work Session
August 26	Regular Board Meeting
September 9	Board Work Session
September 23	Regular Board Meeting
October 14	Board Work Session (Columbus Day Observed)
October 28	Regular Board Meeting
November 11	Board Work Session
November 25	Regular Board Meeting
December 16	Regular Board Meeting/Truth in Taxation Hearing
January 6	Organizational Meeting

- * Board Work Sessions begin at 6 p.m.
- * Regular Board Meetings begin at 6 p.m. and are preceded by a Finance Committee Meeting beginning at 5:30 p.m.
- * All meetings are held in the Boardroom located on the second floor of the District Center at 130 S Willow Street, Belle Plaine, MN

Updated December 28, 2018

2019 BELLE PLAINE SCHOOL DISTRICT ORGANIZATIONAL STRUCTURE



STUDENT AND SCHOOL DISTRICT RESIDENTS

STAFFING	PERSON	LOCATION	SUPPORT
Superintendent	Dr. Ryan Laager	District Office	Kris Davis, Administrative Assistant
Business Director	Chuck Keller	District Office	Amy Franck, Payroll/Human Resource, Kris Davis, Accounts Payable, Teri Kiewatt, Student Data Specialist
Chatfield Elementary Principal	Kim DeWitte	Chatfield Elem. School	Patti Edberg, Chatfield Elementary Secretary
Oak Crest Elementary Principal	Dr. Liann Hanson	Oak Crest Elem. School	Janis Buesgens, Oak Crest Elementary Secretary
Junior-Senior High Principal	David Kreft	Jr.-Sr. High School	Jill Leonard, Jr.-Sr. High Secretary
Assistant Principal/CE Director	Mindy Sparby	Jr.-Sr. High School	Jill Leonard, Jr.-Sr. High Secretary, Dorothy Saulsbury, CE
Activities Director	John Bergs	Jr.-Sr. High School	Laurie Fogarty, Activities Secretary
Special Services Director	Jessica Emerson	District Center	Kelly Poppler, Student Support Services Secretary
Teaching & Learning Director	Margot Hansen	Jr.-Sr. High School	JP Bergs, IT Specialist & Jack Gembacher IT Specialist, Principals
Building Director	Jeff Heine	Jr.-Sr. High School	Kris Davis, Adm. Asst., Chuck Keller, Business Director
Grounds & Act. Spaces Director	Steve Schmidt	Jr.-Sr. High School	Kris Davis, Adm. Asst., Chuck Keller, Business Director Jr.
Communications Coordinator	Chelsea Hutchison	Jr.-Sr. High School	
Food Service Contractor	Taher/Julie Ahlbrecht	Jr.-Sr. High School	Kris Davis, Adm. Asst., Chuck Keller, Business Director
Transportation Contractor	John Stier/Jim Koonst	District Center	Teri Kiewatt, Student Data Specialist, Laurie Fogarty, Activities Secretary, Chuck Keller, Business Manager

SCHOOL BOARD COMMITTEE APPOINTMENTS

Academic and Curriculum Advisory – Karl Keup, Terry Morrison, Amanda Gregory
 Buildings & Grounds – Karl Keup, Terry Kahle, Matt Lenz
 District Technology Committee – Matt Lenz, Amanda Gregory
 Insurance Committee – Tracy O'Brien, Karl Keup, Terry Kahle
 Licensed Salaries – Terry Morrison, Terry Kahle, Matt Lenz
 MSHSL Rep – Terry Kahle
 Public Relations – Amanda Gregory, Tracy O'Brien, Terry Morrison
 Transportation – Terry Kahle, Tracy O'Brien, Matt Lenz

Administration Salaries – Karl Keup, Terry Kahle, Matt Lenz
 Community Services – Karl Keup, Tracy O'Brien, Matt Lenz
 Finance Committee – Committee of the Whole
 Legislative & School for Equity in Education (SEE) – Amanda Gregory, Terry Kahle
 Meet and Confer – Terry Kahle, Amanda Gregory
 Non-Licensed Salaries – Karl Keup, Tracy O'Brien, Terry Kahle
 SW Metro Educational Coop. – Tracy O'Brien
 Wellness – Terry Morrison, Terry Kahle

301 SCHOOL DISTRICT ADMINISTRATION

I. PURPOSE

The purpose of this policy is to clarify the role of the school district administration and its relationship with the school board.

II. GENERAL STATEMENT OF POLICY

- A. Effective administration and sound management practices are essential to realizing educational excellence. It is the responsibility of the school district administration to develop a school environment that recognizes the dignity of each student and employee, and the right of each student to access educational programs and services.
- B. The school board expects all activities related to the operation of the school district to be administered in a well-planned manner, conducted in an orderly fashion, and to be consistent with the policies of the school board.
- C. The school board shall seek specific recommendations, background information and professional advice from the school district administration, and will hold the administration accountable for sound management of the schools.
- D. Although the school board holds the superintendent ultimately responsible for administration of the school district, the school board also recognizes the direct responsibility of principals for educational results and effective leadership at the school building level.
- E. The school board and school administration shall work together to share information and decisions that best serve the needs of school district students within financial and facility constraints that may exist.

Legal References: Minn. Stat. § 123B.143 (Superintendent)
Minn. Stat. § 123B.147 (Principals)

Cross References: MSBA Service Manual, Chapter 3, Superintendent of Schools

Adopted: _____

MSBA/MASA Model Policy 301

Orig. 1995

Revised: _____

Rev. ~~1999~~ 2011

301 SCHOOL DISTRICT ADMINISTRATION

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- B. The school board expects all activities related to the operation of the school district to be administered in a well-planned manner, conducted in an orderly fashion, and to be consistent with the policies of the school board.
- C. The school board shall seek specific recommendations, background information and professional advice from the school district administration, and will hold the administration accountable for sound management of the schools.
- D. Although the school board holds the superintendent ultimately responsible for administration of the school district and annual evaluation of each principal, the school board also recognizes the direct responsibility of principals for educational results and effective administration, supervisory, and instructional leadership at the school building level.
- E. The school board and school administration shall work together to share information and decisions that best serve the needs of school district students within financial and facility constraints that may exist.

Legal References: Minn. Stat. § 123B.143 (Superintendent)
Minn. Stat. § 123B.147 (Principals)

Cross References: MSBA Service Manual, Chapter 3, Superintendent of Schools

1st Reading: 9/24/2006
2nd Reading: 10/23/2006
Approved: 11/27/2006

302 SUPERINTENDENT

I. PURPOSE

The purpose of this policy is to recognize the importance of the role of the superintendent and the overall responsibility of that position within the school district.

II. GENERAL STATEMENT OF POLICY

The school board shall employ a superintendent who shall serve as an ex officio, nonvoting member of the school board and as chief executive officer of the school system.

III. GENERAL RESPONSIBILITIES

- A. The superintendent is responsible for the management of the schools, the administration of all school district policies, and is directly accountable to the school board.
- B. The superintendent may delegate responsibilities to other school district personnel, but shall continue to be accountable for actions taken under such delegation.
- C. Where responsibilities are not specifically prescribed, nor school board policy applicable, the superintendent shall use personal and professional judgment, subject to review by the school board.

Legal References: Minn. Stat. § 123B.143 (Superintendent)

Cross References: MSBA/MASA Model Policy 304 (Superintendent Contract, Duties, and Evaluation)
MSBA Service Manual, Chapter 3, Superintendent of Schools

Adopted: _____

MSBA/MASA Model Policy 302

Orig. 1995

Revised: _____

Rev. ~~1999~~ 2011

302 SUPERINTENDENT

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II. GENERAL STATEMENT OF POLICY

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III. GENERAL RESPONSIBILITIES

- A. The superintendent is responsible for the management of the schools, the administration of all school district policies, and is directly accountable to the school board.
- B. The superintendent shall annually evaluate each principal assigned responsibility for supervising a school building in the district.
- ~~B~~ C. The superintendent may delegate responsibilities to other school district personnel, but shall continue to be accountable for actions taken under such delegation.
- ~~C~~ D. Where responsibilities are not specifically prescribed, nor school board policy applicable, the superintendent shall use personal and professional judgment, subject to review by the school board.

Legal References: Minn. Stat. § 123B.143 (Superintendent)

Cross References: MSBA/MASA Model Policy 202 (School Board Officers)
MSBA/MASA Model Policy 208 (Development, Adoption, and Implementation of Policies)
MSBA/MASA Model Policy 214 (Out-of-State Travel by School Board Members)
MSBA/MASA Model Policy 301 (School District Administration)
MSBA/MASA Model Policy 303 (Superintendent Selection)
MSBA/MASA Model Policy 304 (Superintendent Contract, Duties, and Evaluation)
MSBA/MASA Model Policy 305 (Policy Implementation)
MSBA/MASA Model Policy 306 (Administrator Code of Ethics)

[MSBA/MASA Model Policy 412 \(Expense Reimbursement\)](#)
[MSBA/MASA Model Policy 510 \(School Activities\)](#)
[MSBA/MASA Model Policy 511 \(Student Fundraising\)](#)
[MSBA/MASA Model Policy 513 \(Student Promotion, Retention, and Program Design\)](#)
[MSBA/MASA Model Policy 602 \(Organization of School Calendar and School Day\)](#)
[MSBA/MASA Model Policy 605 \(Alternative Programs\)](#)
[MSBA/MASA Model Policy 701 \(Establishment and Adoption of School District Budget\)](#)
[MSBA/MASA Model Policy 704 \(Development and Maintenance of an Inventory of Fixed Assets and a Fixed Asset Accounting System\)](#)
[MSBA/MASA Model Policy 802 \(Disposition of Obsolete Equipment and Material\)](#)
[MSBA/MASA Model Policy 903 \(Visitors to School District Buildings and Sites\)](#)
[MSBA/MASA Model Policy 905 \(Advertising\)](#)
[MSBA/MASA Model Policy 906 \(Community Notification of Predatory Offenders\)](#)
[MSBA/MASA Model Policy 907 \(Rewards\)](#)
MSBA Service Manual, Chapter 3, Superintendent of Schools

1st Reading: 9/24/2006
2nd Reading: 10/23/2006
Approved: 11/27/2006

303 SUPERINTENDENT SELECTION

I. PURPOSE

The purpose of this policy is to convey to the school community that the authority to select and employ a superintendent is vested in the school board.

II. GENERAL STATEMENT OF POLICY

The school board shall employ a superintendent to serve as the chief executive officer of the school board and to conduct the daily operations of the school district.

III. QUALIFICATIONS

- A. The school board shall consider applicants who meet or exceed the licensing standards set by the Minnesota Board of School Administrators and qualifications established in the job description for the superintendent position. State and federal equal employment and nondiscrimination requirements shall be observed throughout the recruitment and selection process.
- B. The school board will consider professional preparation, experience, skill and demonstrated competence of qualified applicants in making a final decision.

IV. SELECTION

- A. A process for recruitment, screening, and interviewing of candidates shall be developed by the school board.
- B. The school board may contract for assistance in the search for a superintendent.
- C. The school board shall provide the contract for the superintendent and specifically identify all conditions of employment mutually agreed upon with the superintendent. In so doing, the school board shall observe all requirements of state and federal law and school board policy.

Legal References: Minn. Stat. § 123B.143 (Superintendent)
Minn. Rules, Chapter 3512

Cross References: MSBA Service Manual, Chapter 3, Superintendent of Schools

Adopted: _____

MSBA/MASA Model Policy 303

Orig. 1995

Revised: _____

Rev. ~~2003~~ 2016

303 SUPERINTENDENT SELECTION

I. PURPOSE

The purpose of this policy is to convey to the school community that the authority to select and employ a superintendent is vested in the school board.

II. GENERAL STATEMENT OF POLICY

The school board shall employ a superintendent to serve as the chief executive officer of the school ~~board~~ district and to conduct the daily operations of the school district.

III. QUALIFICATIONS

- A. The school board shall consider applicants who meet or exceed the licensing standards set by the Minnesota Board of School Administrators and qualifications established in the job description for the superintendent position. State and federal equal employment and nondiscrimination requirements shall be observed throughout the recruitment and selection process.
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Legal References: Minn. Stat. § 123B.143 (Superintendent)
Minn. Rules, Chapter 3512

Cross References: MSBA Service Manual, Chapter 3, Superintendent

306 ADMINISTRATOR CODE OF ETHICS

I. PURPOSE

The purpose of this policy is to establish the requirements of the school board that school administrators adhere to the standards of ethics and professional conduct in this policy and Minnesota law.

II. GENERAL STATEMENT OF POLICY

- A. An educational administrator's professional behavior must conform to an ethical code. The code must be idealistic and at the same time practical, so that it can apply reasonably to all educational administrators. The administrator acknowledges that the schools belong to the public they serve for the purpose of providing educational opportunities to all. However, the administrator assumes responsibility for providing professional leadership in the school and community. This responsibility requires the administrator to maintain standards of exemplary professional conduct. It must be recognized that the administrator's actions will be viewed and appraised by the community, professional associates, and students. To these ends, the administrator must subscribe to the following standards.
- B. The Educational Administrator:
1. Makes the well-being of students the fundamental value of all decision-making and actions.
 2. Fulfills professional responsibilities with honesty and integrity.
 3. Supports the principle of due process and protects the civil and human rights of all individuals.
 4. Obeys local, state, and national laws and does not knowingly join or support organizations that advocate, directly or indirectly, the overthrow of the government.
 5. Implements the school board's policies.
 6. Pursues appropriate measures to correct those laws, policies, and regulations that are not consistent with sound educational goals.
 7. Avoids using positions for personal gain through political, social, religious, economic, or other influence.
 8. Accepts academic degrees or professional certification only from duly accredited institutions.

9. Maintains the standards and seeks to improve the effectiveness of the profession through research and continuing professional development.
10. Honors all contracts until fulfillment, release, or dissolution is mutually agreed upon by all parties to the contract.
11. Adheres to the code of ethics for administrators in Minnesota law.

Legal References: Minn. Stat. § 122A.14, Subd. 4 (Code of Ethics)
Minn. Rules Part 3512.5200 (Code of Ethics for School Administrators)

Cross References:

Adopted: _____

MSBA/MASA Model Policy 306

Orig. 1995

Revised: _____

Rev. 2002

306 ADMINISTRATOR CODE OF ETHICS

I. PURPOSE

The purpose of this policy is to establish the requirements of the school board that school administrators adhere to the standards of ethics and professional conduct in this policy and Minnesota law.

II. GENERAL STATEMENT OF POLICY

A. An educational administrator's professional behavior must conform to an ethical code. The code must be idealistic and at the same time practical, so that it can apply reasonably to all educational administrators. The administrator acknowledges that the schools belong to the public they serve for the purpose of providing educational opportunities to all. However, the administrator assumes responsibility for providing professional leadership in the school and community. This responsibility requires the administrator to maintain standards of exemplary professional conduct. It must be recognized that the administrator's actions will be viewed and appraised by the community, professional associates, and students. To these ends, the administrator must subscribe to the following standards.

B. The Educational Administrator:

1. Makes the well-being of students the fundamental value of all decision-making and actions.
2. Fulfills professional responsibilities with honesty and integrity.
3. Supports the principle of due process and protects the civil and human rights of all individuals.
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5. Implements the school board's policies.
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7. Avoids using positions for personal gain through political, social, religious, economic, or other influence.

8. Accepts academic degrees or professional certification only from duly accredited institutions.
9. Maintains the standards and seeks to improve the effectiveness of the profession through research and continuing professional development.
10. Honors all contracts until fulfillment, release, or dissolution is mutually agreed upon by all parties to the contract.
11. Adheres to the eCode of eEthics for School aAdministrators in Minnesota law Rule.

Legal References: Minn. Stat. § 122A.14, Subd. 4 (Code of Ethics)
Minn. Rules Part 3512.5200 (Code of Ethics for School Administrators)

Cross References: