

TITLE: MCS Governance Board Policy BCA: Board Member Code of Ethics

LEGAL REFERENCE:

NMSA 22-10A-1 thru NMSA 22-10A-39(2003)	New Mexico Public Education Department School Personnel Act
MCS Policy BCA	Board Member Code of Ethics

PURPOSE:

The McCurdy Charter School (MCS) Governance Board is committed to the ethical obligations set forth in the MCS Code of Ethics to promote and protect public trust and confidence and to avoid conflict of interest or appearance of impropriety. The MCS accepts the ethical responsibilities stated in this Code to foster a safe setting for students and staff by committing to the highest ethical standards and promoting these standards within the MCS community.

POSITION:

1. The members of the MCS Governance Board and the MCS Director shall see that the physical and emotional safety and well-being as well as the educational welfare of each student is safe guarded. The impropriety or the appearance of impropriety between a MCS employee or volunteer and a student is strictly forbidden.
2. A MCS Governance Board Member shall avoid appearances of impropriety regarding the use of public power or MCS resources.
3. A MCS Governance Board Member shall report personal knowledge of improper conduct of a MCS employee or volunteer to the MCS Director.
4. A MCS Governance Board Member shall not use or threaten to use official authority or influence to discourage, restrain or interfere with any other employee from reporting facts believed to constitute improper, unethical or illegal conduct. Any employee shall not be harassed, punished or retaliated against for making a good faith complaint.
5. A MCS Governance Board Member shall demonstrate personal trustworthiness by being honest and avoiding any form of falsification, misrepresentation, deception or cheating in communications and actions.
6. A MCS Governance Board Member shall make informed and intelligent decisions with the timely, complete and accurate information provided by MCS employees.

7. A MCS Governance Board Member shall not engage in nor cooperate in any conduct intended to improperly influence the actions of any MCS employee which affects any other MCS employee or student.
8. A MCS Governance Member Board shall abide by all laws and policies concerning confidential information. The Board Member shall not use or disclose confidential, private or sensitive information regarding student or personnel records except in the proper performance of official duty. The Member shall protect confidential and/or privileged information which is presented during closed sessions of Board meetings.
9. A MCS Governance Board Member shall use the authority, discretion, powers and resources from their public position only to advance public interest and not to attain personal or private gain or advantage for themselves or any other person.
10. A MCS Governance Board Member shall not use nor allow others to use MCS facilities, equipment, supplies or any MCS resources for personal purposes.
11. A MCS Governance Board Member shall not direct, cause, induce or permit a MCS employee to perform personal services on MCS time.
12. A MCS Governance Board Member shall not discuss employment with any individual and will refer any inquiries to the Director.
13. A MCS Governance Board Member shall create and sustain a respectful, fair and caring school environment by treating all persons with a high degree of respect by being civil, courteous and avoiding conduct that may be construed as abusive, rude or inappropriate.
14. A MCS Governance Board Member shall protect the physical and mental wellbeing of all persons in the MCS environment by treating all Board Members, employees, volunteers and students with respect.
15. A MCS Governance Board Member shall employ independent objective judgment in performing their duties free of partiality or prejudice and free of conflicts of interest.
16. A MCS Governance Board Member shall not participate in a Board decision that is deemed to be a Financial Conflict of Interest and which would benefit the member, the member's family, his/her business or the business of which the member is an employee.

17. A MCS Governance Board Member shall not accept outside earned income where the receipt of the income would be inconsistent, incompatible or in conflict with their official Board duties.
18. A MCS Governance Board Member shall not solicit or accept any payments gifts, favors or benefits which are provided with the intent to improperly influence the Member's decisions or actions.
19. A MCS Governance Board Member shall strive to select the person for the position of Director whose job-related competency and character most closely matches the need of MCS as demonstrated by qualifications, experience, work history and performance.
20. A MCS Governance Board Member shall not hire a Director if the person is related to a MCS Board Member through any of these listed categories:

Father (natural or step)	Father-in-law
Mother (natural or step)	Mother-in-law
Wife	Husband
Brother (natural or step)	Brother-in-law
Sister (natural or step)	Sister-in-law
Son (natural or step)	Son-in-law
Daughter (natural or step)	Daughter-in-law
Grandparent (natural or step)	Grandchild (natural or step)
Domestic Partner	

21. A MCS Governance Board Member shall be fair, open minded and impartial in exercising authority in duties of the Board.
22. A MCS Governance Board Member shall uphold all laws and regulations of the United States, the State of New Mexico and all applicable government entities and the policies, procedures, rules and regulations of the MCS.

The MCS Director shall promulgate procedures to implement this policy.

REVIEW:

This policy shall be reviewed in accordance with the MCS Governance Board Policy Review Process.

RESPONSIBLE OFFICE: MCS Director and Policy & Bylaws Committee Chairperson

DATE ADOPTED: 03/18/2015

Heborah Bennett Anderson 3/18/15
Signature Date Signed
MCS Governance Board Chairperson

RELATED DOCUMENTS:

REVISIONS:

Date	Modification and why

MCS KEY WORDS OR RELATIONSHIP: