

Policy 202 School Board Officers



HEARTLAND LAKES COMMUNITY SCHOOL EXISTS TO EMPOWER SCHOLARS TO:
BRAVELY LIVE THEIR TRUTH,
TO BECOME WISE STEWARDS OF THE LAND AND RESOURCES
AND TO IGNITE LASTING CURIOSITY THAT LEADS TO POSITIVE CHANGE IN THEIR SCHOOL, THEIR COMMUNITIES, AND THEMSELVES.

Adoption:	January 22, 2024
Revision History	
Last Board Review: January 22, 2024	
Next Board Review: January 2027	
Review Frequency: Every 3 Years (per Policy 208)	

- I. The board expects itself and its members, committees, and administrative staff to act in an ethical and businesslike manner. This commitment includes proper use of authority and appropriate decorum in group and individual behavior when acting as Directors. For purposes of this Code of Conduct, a Director shall be defined as a member of the Board of Directors, an elected or appointed member or officer of a Committee, a member of a committee by attendance or assignment, or a member of the Administration of Heartland Lakes Community School.

- II. The Board of Directors must represent un-conflicted loyalty to the interests of the School.
 - A. This accountability supersedes any conflicting loyalty, such as that to advocacy or interest groups, membership on other boards, or other employment. A Board member cannot advocate for special interest, including their own group.

 - B. This accountability supersedes the personal interest of any Director acting as a parent of an enrolled student, or as an employee.

- III. Directors must avoid any conflict of interest with respect to their fiduciary responsibility. See Policy 210 - Conflict of Interest.

- IV.** All meetings are governed by Minnesota Open Meeting Law 13D.01.

- V.** Directors will make no judgments of administration, faculty, or staff performance except as the performance is assessed against explicitly Board policies by the official evaluation process.

- VI.** Directors will deal with outside entities or individuals, with clients, with administration, faculty, staff, and with each other in a manner reflecting fair play, ethics, and straightforward communications.

- VII.** Extent of Application This Code of Conduct shall apply to all members of the Heartland Lakes Community School Board and to all elected and appointed committee members and officers, and administration of Heartland Lakes Community School.

- VIII.** The School Board agrees to abide by their Operating Protocols and review said protocols on an annual basis.

- IX.** In fulfilling their legal obligations as a member of the HLCS Board of Directors and/or Committee Member, these individuals agree to:
 - A.** Comply with all federal, state, and local laws relating to their work as a Board of Directors/Committee member.

 - B.** Comply with all school district policies as adopted by the Board of Directors.

 - C.** Abide by all rules and regulations as promulgated by the Minnesota Department of Education and other state and federal agencies with jurisdiction over school districts.

 - D.** Recognize that school district business may be legally transacted only in an open meeting of the Board of Directors.

 - E.** Avoid conflicts of interest and refrain from using their Board of Directors/Committee/Administrative position for personal gain.

F. Take no private action that will compromise the Board of Directors or administration.

G. Guard the confidentiality of information that is protected under applicable law.

Note: The applicability and enforceability of this policy 202 is limited to, and qualified by, Minnesota or Federal law that, at the time any such circumstance within the scope of the policy arise, may be contrary to some aspect or all of the policy.