

CODE B3

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TRUSTEE CONFLICT OF INTEREST

Policy

It is the ethical and legal duty of all Trustees to avoid conflicts of interest as well as the appearance of conflicts of interest.

Implementation

In order to comply with the obligations thus imposed, the Trustees will adhere to the following standards:

1. Trustees will be familiar with the TA Code of Conduct and will observe its provisions.
2. A Trustee will not take any action which is intended to give the impression that he or she would represent special interests or partisan politics for personal gain.
3. A Trustee will do nothing intended to give the false impression that he or she has the authority to make decisions or take action on behalf of the Board of Trustees or the school administration.
4. A Trustee will not use his or her position on the Board in any manner intended to unfairly promote personal or financial interests or the interests of family members, friends or supporters.
5. A Trustee will not accept anything of value in return for taking particular positions on matters before the Board.
6. A Trustee will do nothing intended to leave the impression that his or her position on any issue can be influenced by anything other than a fair presentation of all sides of the question.

Avoiding Conflicts

When a Trustee acknowledges his or her own conflict of interest as defined in this policy, he or she will declare the nature and extent of the conflict or appearance of conflict for inclusion in the Board minutes, and will abstain from voting or participating in the discussion of the issue giving rise to the conflict.

Complaints of Conflict of Interest

When a conflict of interest claim against a Trustee is brought to the chair of the Executive Committee in writing and the Trustee against whom the claim is made does not concur that a conflict in fact exists, the following Board procedures will be followed.

1. Until a disputed claim is resolved, the Trustee will refrain from voting or participating in

discussion of the issue about which there may be a conflict of interest.

2. The Executive Committee will hold a timely hearing on the conflict of interest claim, giving both the Trustee and the person bringing the claim an opportunity to be heard.

3. At the conclusion of the informal hearing, the remaining Trustees or the Executive Committee will determine by majority vote to take one of the following actions:

* Determine that the conflict of interest charge is not supported by the evidence and is therefore dismissed.

* Determine that the conflict of interest charge is supported by the evidence and that the member should disqualify him or herself from voting or otherwise participating in the Board deliberations or decision related to that issue, as required by Vermont statute.

Cross Reference: Code of Conduct (B3R)