


SANTA CLARA COUNTY  OFFICE OF EDUCATION

Charles Weis, Ph.D.  
County Superintendent of Schools

July 21, 2010

TO: Santa Clara County Board of Education

FROM: Charles Weis, Ph.D., County Superintendent of Schools 

SUBJECT: Consider Sanctions Against Board Member Craig Mann

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**Associated Goal**

GOAL 1: Advocacy and Leadership - SCCOE will be the central, active leader and voice on critical education issues.

**Background**

Member Beauchman has requested the board to consider sanctions against Board Member Craig Mann. Board Bylaw 8241, section 3.0 Sanctions, states, *“Any Board member who is found to be acting in a manner inconsistent with the Code of Ethics set forth in this document shall be subject to a private warning, or, depending on the severity of the offense, to public censure as determined by a majority vote at a meeting of the Board of Education. Such a warning or vote of censure must be supported by clear and documented evidence of unethical conduct, and may not be undertaken solely on the basis of unfounded allegations. The process of investigating allegations of unethical conduct, collecting and recording evidence, and either dismissing the case for lack of evidence, giving a private warning, or calling for a vote of censure shall be conducted by the Board President or a Board designee (if the President is the member under investigation).”* BB 8241 is attached for the Board’s review.

**Fiscal Impact**

None

**Requested Action**

Member Beauchman requests consideration of action(s) to be taken in accordance with Code of Ethics.

To: Santa Clara County Board of Education

From: Leon Beauchman, Trustee Area 3

Re: Consideration of Sanctions: Trustee Craig Mann

Date: July 14, 2010

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This document is in support of considering violations of the Code of Ethics of the Santa Clara County Board of Education by Trustee Craig Mann. The specific violations pertain to Personal Conduct as follows:

2.7 Conduct Board business and related interactions in a manner that is positive and constructive.

2.8 Work toward consensus in conducting Board business and communicate a common vision.

2.9 Act in accordance with the Board's policy on closed sessions, and refrain from discussing the closed session deliberations of the Board in public.

## **Background**

I have served on a school board for 18 years and never have had reason to consider sanctions against a fellow board member. And never have I seen a board member take deliberate action to embarrass and insult a member of the governing team like Mr. Mann has done. These actions have brought great shame upon the Board, the County Office of Education and the education community at large. It is more than evident that Mr. Mann has violated this Board's Code of Ethic.

You will find attached several messages authored by Trustee Mann. These messages were circulated to the Board, to community leaders and the press. They present overwhelming evidence that Mr. Mann's conduct has been in clear violation of the above articles. What is extraordinary is the deep sense of negative intent shown against the Superintendent. This negative intent is clear and consistent in all of these messages and they are inconsistent with Board members "conducting business in a manner that is positive and constructive". On more than one occasion, members of the Board have suggested to Mr. Mann that his approach was undermining the effectiveness of the Superintendent and that his language failed to be appropriate or productive.

Recently, after the Superintendent announced the hiring of a new Chief Business Officer, there were no less than four inflammatory email messages within two days expressing

Mr. Mann dissatisfaction with the appointment (see attachments). The messages were increasingly insulting and eventually included a message suggesting that the Superintendent and County Office of Education were promoting racist practices. Mr. Mann's public communications regarding his opinion of Dr. Weis' performance and his desire to terminate the Superintendent employment in no way represents the position of the County Board. His opinion about the County Office of Education having racist hiring policies that promote "Jim Crow" practices is also his own and not a position of the Board. Mr. Mann is free to speak his mind on education policy, but on issues over which the County Board has jurisdiction the Personal Conduct codes dictate that Board members "communicate a common vision".

Mr. Mann's comments about the Superintendent's selection of a new Chief Business Officer were totally inappropriate and have been significantly harmful to the COE. The Board should be mindful that a search committee was appointed to assist in the hiring of the new CBO. Board members were invited to participate and one did; but not Mr. Mann. If he was so concerned about the appointment why did he not make the time to participate on the committee like its other members? Yet, his inflammatory messages expressing his dissatisfaction with the selection caused the appointee to rescind her acceptance of the position. Thereby, the work of the committee and its dedicated members was wasted and the process must be repeated. Mr. Mann's actions showed disrespect for the COE employees who participated in the search and his comments certainly failed to communicate the vision of this Board.

Likewise, Mr. Mann's claim of racist intent by the Superintendent should be considered in the light of the Board's selection of Dr. Weis as Superintendent. The Board's intent was to select the best candidate possible to lead the organization. The appointment of Dr. Weis was a unanimous decision of the Board which included the support of Mr. Mann. How can it be that Mr. Mann condemns the Superintendent for selecting who he felt was the best person for the job, regardless of race, when Mr. Mann did the same in selecting Dr. Weis?

Furthermore, the Board should be aware of how deeply Mr. Mann's public comments have affected our local education community. I've received several calls from the African American community expressing their concern about the impact Mr. Mann's comments might have on San Jose 2020. These community leaders have on several occasions have expressed their appreciation for the Superintendent being open to hearing their views and considering their suggestions about SJ2020. In addition, Dr. Weis has participated in several events supporting African American students and spoke at the most recent student recognition event presented by the Santa Clara County Alliance of Black Educators. The feedback I have received has been consistent in expressing regret that the Superintendent was victimized by Mr. Mann's comments.

The Board should be particularly concerned about one of its member publicly discussing issues that should be addressed in closed session. All COE employees have the right to keep confidential information about their employment private. A Board member's opinion about the Superintendent's performance should be shared in closed session and

included as part of the Board's evaluation. This collaborative process is meant to produce the Board's assessment of the Superintendent's performance. The relationship between the Board and Superintendent must have a foundation of trust, whether an individual member agrees with the Superintendent or not. Mr. Mann's public comments about issues that should be discussed in closed session are a serious violation of the Board's Code of Ethics. The comments are clear evidence that the intent was to embarrass Dr. Weis and further Mr. Mann's plan of terminating his employment.

The evidence that Trustee Mann has violated the Board's code of Personal Conduct is clear and indisputable. His attacks on Dr. Weis and his reputation represent a shameful misuse of power by Mr. Mann. This Board has no choice but to take action against such behavior and thereby be accountable for its members as stipulated by its own by-laws. This Board should consider its options and take decisive action to publicly communicate its intention of creating a positive and supportive culture at the COE. A culture where people respect each other and the importance of the work we've been entrusted to do.

### **Sanctions**

Mr. Mann produced a letter of apology which should be considered on its face value. First, the letter was sent after it was confirmed that the Board would be considering sanctions. Secondly, the letter fails to convey any real appreciation of the damage his comments have done to the Superintendent or the COE. This issue is not about how he has "offended the sensibilities" of fellow Board members, but his willful disregard for Board policy and the reputations of Dr. Weis and this organization. He goes on to say that his comments were "his most sincere personal assessments. Does he really believe the County Office of Education has a tradition of "Jim Crow" practices? When did he come to such a conclusion? In the end, I found the apology lacking.

I'm recommending that this Board take action to sanction Mr. Mann for his behavior. There are two options provided by policy. The lesser of the two options is a "warning". My interpretation is that this option would mean Mr. Mann would be given notice and any further violation of the Code of Ethics might be considered grounds for "censure". The second option is for the Board to vote to censure.

From: [cmann4896@aol.com](mailto:cmann4896@aol.com) <[cmann4896@aol.com](mailto:cmann4896@aol.com)>

Subject: Report from HR, Item B of Supt's Report

To: [Asongdist5@aol.com](mailto:Asongdist5@aol.com)

Cc: [ajhoward@garlic.com](mailto:ajhoward@garlic.com), [lb5646@att.com](mailto:lb5646@att.com), [grace\\_mah@sccoe.org](mailto:grace_mah@sccoe.org),

[tnho@sbcglobal.net](mailto:tnho@sbcglobal.net), [JosephSDS1@aol.com](mailto:JosephSDS1@aol.com)

Date: Thursday, May 6, 2010, 2:55 PM

I am less than satisfied by the response in item B from the Board's only employee, in particular the last three paragraphs. Hiding behind "Prop 209" is too easy an out for having ineffective recruiting, retention and hiring practices, ones that do nothing to ensure diversity.

With that said, I'd like to know the following:

- 1) Who or what COE panel does the paper screening for positions? I need names and qualifications for acting in this capacity.
- 2) What checks and balances are in place to prevent discrimination at #1 above? I have anecdotal evidence that certain applicants backgrounds have been ignored & hired while other persons have had their applications trashed on the front-end.
- 3) Since the COE is hiding behind Prop 209, what post interview - post hire demographics can be shared?

Goal #5 will never be achieved if all of the hires continue to be limited to be in "*Chuck's image*" only. The "*No Coloreds*" sign needs to come down from the COE drinking fountain,

Thanks in advance.

Best regards,

Craig Mann

Member, Santa Clara County Board of Education

From: [cmann4896@aol.com](mailto:cmann4896@aol.com) <[cmann4896@aol.com](mailto:cmann4896@aol.com)>

Subject: Ally Bank

To: [Asongdist5@aol.com](mailto:Asongdist5@aol.com), [lb5646@att.com](mailto:lb5646@att.com), [JosephSDS1@aol.com](mailto:JosephSDS1@aol.com), [tnho@sbcglobal.net](mailto:tnho@sbcglobal.net),  
[grace\\_mah@sccoe.org](mailto:grace_mah@sccoe.org), [ajhoward@garlic.com](mailto:ajhoward@garlic.com)

Date: Tuesday, May 18, 2010, 6:01 PM

I'm sorry, but this is the commercial (<http://www.youtube.com/watch?v=7GUPY4ZXZME>) I was referring to that reminded me of how I feel in working with Dr. Weis for nearly 2 years. Unfortunately, the whole series of commercials reminds me of him (see them). The good news is that I haven't completely given up hope on Dr. Weis, but let me say that I'd be as equally happy if he scored an "Olympic 10" on each of the five goal areas or if he decided to leave at this point. I certainly can't support an extension of his contract at this writing. Please know, it is not personal - just business. I actually like him as a person, fellow human being.

Best regards,

Craig Mann  
Member, Santa Clara County Board of Education

From: [cmann4896@aol.com](mailto:cmann4896@aol.com) <[cmann4896@aol.com](mailto:cmann4896@aol.com)>

Subject: Re: Chief Business Officer

To: [Charles\\_Weis@sccoe.org](mailto:Charles_Weis@sccoe.org), [Asongdist5@aol.com](mailto:Asongdist5@aol.com), [gmahbox-sccoe@yahoo.com](mailto:gmahbox-sccoe@yahoo.com),  
[ajhoward@garlic.com](mailto:ajhoward@garlic.com), [director@gilroyvisitor.org](mailto:director@gilroyvisitor.org), [josephsds1@aol.com](mailto:josephsds1@aol.com),  
[lb5646@att.com](mailto:lb5646@att.com), [tnho@sbcglobal.net](mailto:tnho@sbcglobal.net)

Date: Thursday, June 3, 2010, 6:56 PM

OMG! I am completely *freakin'* flummoxed, stunned that you would consider her. I know her from her FMSD days under Aceves and we did not hire her at East Side for a host of reasons. My recommendation is start over! This crap further compliments the crap that was presented last night by HR. I am very displeased, but not totally shocked by this.

-----Original Message-----

From: Charles Weis <[Charles\\_Weis@sccoe.org](mailto:Charles_Weis@sccoe.org)>

To: Anna Song <[Asongdist5@aol.com](mailto:Asongdist5@aol.com)>; Craig Mann [External] <[CMann4896@aol.com](mailto:CMann4896@aol.com)>; Grace Mah [External] <[gmahbox-sccoe@yahoo.com](mailto:gmahbox-sccoe@yahoo.com)>; JaneHoward <[ajhoward@garlic.com](mailto:ajhoward@garlic.com)>; Jane Howard @ work <[director@gilroyvisitor.org](mailto:director@gilroyvisitor.org)>; Joseph DiSalvo [External] <[josephsds1@aol.com](mailto:josephsds1@aol.com)>; Leon Beauchman [External] <[lb5646@att.com](mailto:lb5646@att.com)>; T.N. Ho[External] <[tnho@sbcglobal.net](mailto:tnho@sbcglobal.net)>

Cc: Cary Dritz <[Cary\\_Dritz@sccoe.org](mailto:Cary_Dritz@sccoe.org)>; Cathy Grovenburg <[Cathy\\_Grovenburg@sccoe.org](mailto:Cathy_Grovenburg@sccoe.org)>; Joe Fimiani <[Joe\\_Fimiani@sccoe.org](mailto:Joe_Fimiani@sccoe.org)>; Kelly J.Calhoun, Ed.D <[Kelly\\_Calhoun@sccoe.org](mailto:Kelly_Calhoun@sccoe.org)>; Laura Kidwiler <[Laura\\_Kidwiler@sccoe.org](mailto:Laura_Kidwiler@sccoe.org)>; Linda Aceves <[Linda\\_Aceves@sccoe.org](mailto:Linda_Aceves@sccoe.org)>; PattiMurphy <[Patti\\_Murphy@sccoe.org](mailto:Patti_Murphy@sccoe.org)>

Sent: Thu, Jun 3, 2010 5:35 pm

Subject: Chief Business Officer

Board Members:

I have hired Ann Jones of San Jose Unified School District as Chief Business Officer for next school year. Please see the news release that is attached.

Chuck

*Charles Weis, Ph.D.*

County Superintendent of Schools

**Santa Clara County Office of Education**

1290 Ridder Park Drive, San Jose, CA 95131-2304

Ph.: 408.453.6511; eFax: 408.453.3674

[charles\\_weis@sccoe.org](mailto:charles_weis@sccoe.org)

From: [cmann4896@aol.com](mailto:cmann4896@aol.com) <[cmann4896@aol.com](mailto:cmann4896@aol.com)>  
Subject: Re: Chief Business Officer  
To: [Charles\\_Weis@sccoe.org](mailto:Charles_Weis@sccoe.org)  
Cc: [Asongdist5@aol.com](mailto:Asongdist5@aol.com), [gmahbox-sccoe@yahoo.com](mailto:gmahbox-sccoe@yahoo.com), [ajhoward@garlic.com](mailto:ajhoward@garlic.com),  
[director@gilroyvisitor.org](mailto:director@gilroyvisitor.org), [josephsds1@aol.com](mailto:josephsds1@aol.com), [lb5646@att.com](mailto:lb5646@att.com), [tnho@sbcglobal.net](mailto:tnho@sbcglobal.net)  
Date: Thursday, June 3, 2010, 8:35 PM

I'm baacccccccccccccck. Did you ever speak to or attempt to recruit Micaela Ochoa from San Mateo-Foster City (who was actively recruited to be the next COE Business Supt of San Mateo County) or Deputy Supt Javetta Cleveland of Berkeley Unified, etc.? These are a mere sampling of the super-qualified candidates who just happened to be persons of the highest degrees of capacity, potential, ethics and integrity? Oh by the way, they also happen to NOT come be with a load of baggage.

Yes, I'm pissed beyond all description. I've called you, NO response. Know this, I'm a but a phone call away from raising more hell about this with all of the key influencers I know. This is not a threat, but a promise. Please decide what hill you are prepared to sacrifice it all on.

Best regards,

Craig Mann  
Member, Santa Clara County Board of Education

-----Original Message-----

From: Charles Weis <[Charles\\_Weis@sccoe.org](mailto:Charles_Weis@sccoe.org)>  
To: Anna Song <[Asongdist5@aol.com](mailto:Asongdist5@aol.com)>; Craig Mann [External] <[CMann4896@aol.com](mailto:CMann4896@aol.com)>; Grace Mah [External] <[gmahbox-sccoe@yahoo.com](mailto:gmahbox-sccoe@yahoo.com)>; JaneHoward <[ajhoward@garlic.com](mailto:ajhoward@garlic.com)>; Jane Howard @ work <[director@gilroyvisitor.org](mailto:director@gilroyvisitor.org)>; Joseph DiSalvo [External] <[josephsds1@aol.com](mailto:josephsds1@aol.com)>; Leon Beauchman [External] <[lb5646@att.com](mailto:lb5646@att.com)>; T.N. Ho[External] <[tnho@sbcglobal.net](mailto:tnho@sbcglobal.net)>  
Cc: Cary Dritz <[Cary\\_Dritz@sccoe.org](mailto:Cary_Dritz@sccoe.org)>; Cathy Grovenburg <[Cathy\\_Grovenburg@sccoe.org](mailto:Cathy_Grovenburg@sccoe.org)>; Joe Fimiani <[Joe\\_Fimiani@sccoe.org](mailto:Joe_Fimiani@sccoe.org)>; Kelly J.Calhoun, Ed.D <[Kelly\\_Calhoun@sccoe.org](mailto:Kelly_Calhoun@sccoe.org)>; Laura Kidwiler <[Laura\\_Kidwiler@sccoe.org](mailto:Laura_Kidwiler@sccoe.org)>; Linda Aceves <[Linda\\_Aceves@sccoe.org](mailto:Linda_Aceves@sccoe.org)>; PattiMurphy <[Patti\\_Murphy@sccoe.org](mailto:Patti_Murphy@sccoe.org)>  
Sent: Thu, Jun 3, 2010 5:35 pm  
Subject: Chief Business Officer

Board Members:

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Chuck

*Charles Weis, Ph.D.*  
County Superintendent of Schools  
**Santa Clara County Office of Education**  
1290 Ridder Park Drive, San Jose, CA 95131-2304  
Ph.: 408.453.6511; eFax: 408.453.3674  
[charles\\_weis@sccoe.org](mailto:charles_weis@sccoe.org)



From: [cmann4896@aol.com](mailto:cmann4896@aol.com) [[cmann4896@aol.com](mailto:cmann4896@aol.com)]  
Sent: Friday, June 04, 2010 1:35 PM  
To: Charles Weis  
Cc: Anna Song; [snoguchi@mercurynews.com](mailto:snoguchi@mercurynews.com); [moorej@esushd.org](mailto:moorej@esushd.org);  
[eptexvet@yahoo.com](mailto:eptexvet@yahoo.com); [LynetteLeeEng2008-GJ@yahoo.com](mailto:LynetteLeeEng2008-GJ@yahoo.com);  
[supervisor.shirakawa@bos.sccgov.org](mailto:supervisor.shirakawa@bos.sccgov.org); [moore2j@earthlink.net](mailto:moore2j@earthlink.net); Joseph  
DiSalvo [External]  
Subject: CBO (dis)appointment

Dr. Weis,

I am terribly disappointed about your announced hire as the next CBO. I don't believe this demonstrates any commitment to diversity and equal employment. This appointments comes right on the heels of the HR report in the last Board meeting which glaringly demonstrates the opportunity gap between White and persons of color (see attached data and data links below) The employees at director level and above don't mirror the rich diversity of our general population, nor do they reflect the students we serve.

I personally gave you two CBO candidates to recruit; Micaela Ochoa, San Mateo-Foster City (a Hispanic woman) and Javetta Cleveland, Deputy Supt of Berkeley Unified (an African-American woman) because you're fast to say "we couldn't find one" and/or "I don't know of any".

To this, I am calling you out publicly on this matter. It is not in our community's best interest that you continue to exclude certain persons from employment opportunities. "Jim Crow" employment practices must end at the Santa Clara County Office of Education and it must end now.

Best regards,

Craig Mann  
Member, Santa Clara County Board of Education

cc: Sharon Noguchi, Mercury News; Victor Garza, La Raza Roundtable; Jeff Moore, Silicon Valley NAACP; Lyneette Lee Eng, Santa Clara County Civil Grand Jury and George Shirakawa, Santa Clara County Supervisor

----- Forwarded Message -----

**From:** "cmann4896@aol.com" <cmann4896@aol.com>

**To:** charles\_weis@sccoe.org

**Cc:** Asongdist5@aol.com; JosephSDS1@aol.com; snoguchi@mercurynews.com; moorej@esushd.org; eptexvet@yahoo.com; LynetteLeeEng2008-GJ@yahoo.com; supervisor.shirakawa@bos.sccgov.org; moore2j@earthlink.net; ace\_president@hotmail.com; betzy\_barron@sccoe.org

**Sent:** Fri, June 4, 2010 9:08:26 PM

**Subject:** No Confidence Vote!

Dr. Weis,

Please know that as but one lonely member of the Santa Clara County Board of Education I have lost complete, utter confidence in your ability to lead the district beyond your current term which (thank God expires) in **2012**. Please know that I will not support the expenditure of finite taxpayer dollars on your continued employment beyond 2012, nor will I support wasting another taxpayer dollar to dismiss you before your contract expires. We got rid of your predecessor at an exorbitant expense which I regret to this very date (the dollars, not the dismissal). I am so remorseful beyond all expressible (appropriate for public consumption) emotions available to communicate to you my utter displeasure in your performance on one or more five goal areas as expressed, articulated by the Board of Education (your employer,...yes I know you have a big problem with being a real employee, accountable to an employer). Again, this is only the (my) view of but one of seven (7) board members, but I think it fair that you need to know where you stand with me. My best hope is that you finish your service to the SCCBOE (your employer) in a manner that was expected of you and that you move on quickly, either to a very quick retirement on the beach of your choice with your suft-board (motorcycle, hunting apparati) or pursue other professional endeavors that better match your abilities, capacity and temperament (attitude).

Sincerely,

Craig Mann

Member and Past President, Santa Clara County Board of Education



**CRAIG MANN**

*Trustee, Area 6*

SANTA CLARA COUNTY  
BOARD OF EDUCATION

June 15, 2010

Santa Clara County Board of Education &  
SCCOE Superintendent of Schools  
1290 Ridder Park Drive  
San Jose, CA

Subject: Letter of Apology

I have been made aware that my recent public expressions of displeasure with COE hiring practices, my less than flattering comments about the Superintendent and other candid communications have offended the sensibilities of at least one or more of my Board colleagues, the Superintendent and possibly others.

While my public expressions were my sincere personal assessments, I should have conveyed such in a more appropriate manner and forum. I do ask for your forgiveness for how I expressed myself.

For the sake of Board relations and Board/Superintendent relations, I will do my very best to meet the Board's standards of decorum while also not being dissuaded from speaking truth to power. This is a reminder that freedom is neither free nor without sacrifice.

Thanks in advance for your forgiveness.

Sincerely,

Craig Mann  
Member, Santa Clara County Board of Education

8000--BYLAWS OF THE BOARD

8200--ORGANIZATION AND MEMBERSHIP

**CODE OF ETHICS**

**BB 8241**  
**Page 1 of 3**

Individual trustees bring unique skills, values and beliefs to the Board. In order for the Board to govern effectively, individual trustees must work with each other and the Superintendent to address the issues necessary to ensure that a high quality of education is provided to each public education student in the county. The following code of ethics expresses the personal ideals which the Board believes should guide each Board member's activities.

**1.0 Major Commitments**

In all actions as a Board member, the member's first commitment is to the well-being of the children and youth served by the Office and by the school districts within Santa Clara County. Board members also have major commitments to:

- 1.1 Public Education. Each Board member should value, support and advocate for public education.
- 1.2 Community. Each Board member should be responsive to all residents of the county, and not solely to those within his/her trustee area, those who may have supported his/her election, or those with which he/she is otherwise affiliated.
- 1.3 Districts. Each Board member should act without favoritism on behalf of all school districts in the county, and not solely on behalf of those districts with whom he/she has affiliations.
- 1.4 Individuals. Each Board member should exhibit a concern for every individual in the community, from the least to the most influential.
- 1.5 Employees. Each Board member should be aware that his/her actions may directly or indirectly affect the livelihood, morale, and work performance of Office employees, and should encourage employees in their work improvement and professional growth efforts.

References: BB 8240, BB 8350; Figure BB 8241-1

Approved: 10/05/94  
Revised: 08/07/02; 1/17/07

**Santa Clara County**  
**Board of Education**

Further, each Board member should act without favoritism on behalf of all Office employees, and not solely on behalf of those with whom he/she has affiliations.

- 1.6 Laws and Policies. Each Board member should be aware of, and comply with, the United States and California constitutions, the Education Code of the State of California, other laws pertaining to public education, and the established policies and bylaws of the Board.
- 1.7 Decision-making. Each Board member should be aware that, as an elected representative, he/she can neither relinquish nor delegate his/her decision-making responsibility to any other individual or group.
- 1.8 Policy-making. Each Board member should be aware that the role of the Board is to set and monitor Office policy, not to manage the Office or to individually give direction to staff.

## **2.0 Personal Conduct**

Understanding and acting on the foregoing premises, each Board member shall:

- 2.1 Refrain from using his/her position on the Board for private advantage or personal gain.
- 2.2 Present issues and ideas through an open process of Board discussion.
- 2.3 Refrain from undermining the majority decision, if in the minority; acknowledge divergent opinions, if in the majority. However, nothing in this code shall prevent individual Board members from preparing written or oral opinions on actions of the Board.
- 2.4 Seek informed input from community members, parents, students, and employees, and endeavor to incorporate their views into the deliberations and decisions of the Board.
- 2.5 Participate in professional development and devote sufficient time, thought, and study to proposed actions.

- 2.6 Vote in accordance with honest convictions, unswayed by partisan or special interest bias or personal alliances.
- 2.7 Conduct Board business and related interactions in a manner that is positive and constructive.
- 2.8 Work toward consensus in conducting Board business and communicate a common vision.
- 2.9 Act in accordance with the Board's policy on closed sessions, and refrain from discussing the closed session deliberations of the Board in public.
- 2.10 Act in a fiscally responsible manner, as appropriate for a publicly elected official charged with the safekeeping and proper expenditure of public funds.
- 2.11 Work collegially to see that his/her colleagues uphold the tenets of this Code of Ethics.

### **3.0 Sanctions**

Any Board member who is found to be acting in a manner inconsistent with the Code of Ethics set forth in this document shall be subject to a private warning, or, depending on the severity of the offense, to public censure as determined by a majority vote at a meeting of the Board of Education. Such a warning or vote of censure must be supported by clear and documented evidence of unethical conduct, and may not be undertaken solely on the basis of unfounded allegations. The process of investigating allegations of unethical conduct, collecting and recording evidence, and either dismissing the case for lack of evidence, giving a private warning, or calling for a vote of censure shall be conducted by the Board president or a Board designee (if the president is the member under investigation).