



Conflict of Interest Policy

The Technology Leadership High School Governing Board commits itself and its members to ethical, business, and lawful conduct, including proper use of authority and appropriate decorum when acting as members.

1. Governing Board Members must have loyalty to the founding mission and vision and avoid conflicts caused by personal loyalties to staff, other organizations, and any personal interests.
2. Governing Board Members must avoid conflict of interest with respect to their fiduciary responsibility.
 - a. There will be no self-dealing or business by a member with the organization. Members will annually disclose their involvement with other organizations, with vendors, or any associations that might be or might reasonably be seen as being in conflict with their duties as Governing Board Members.
 - b. When the Governing Board is to decide upon an issue, about which a member has an unavoidable conflict of interest, that member shall abstain from not only the vote, but also the deliberation.
 - c. Governing Board Members will not use their board position to obtain employment in the organization for themselves, family members, or close associates. An *"immediate family member"* means spouse, father, father-in-law, mother, mother-in-law, son, son-in-law, daughter, daughter-in-law, brother, brother-in-law, sister, sister-in-law or any other relative who is financially supported, 22-8B-5.2. Any Governing Board Member applying for employment must first resign from the board.
 - d. Governing Board Members will not use any information gained from their seat on the board for their own personal and/or business gain, financial or otherwise.
3. Governing Board Members may not attempt to exercise individual or undue authority over the organization.
 - a. Governing Board Members' interaction with the Executive Director or with staff must recognize the lack of authority vested in individuals except when explicitly board authorized.
 - b. Governing Board Member's interaction with public, press or other entities must recognize the same limitation and the inability of any board member to speak for the board except to repeat explicitly stated board decisions.
 - c. Except for participation in board deliberation about whether reasonable interpretation of board policy has been achieved by the Executive Director, members will not express individual judgments of performance of employees of the school.
 - d. Governing Board Members will respect and abide by the decisions of the Governing Board taken and decided upon in an open meeting. Individual Governing Board Members will not express opposing views of a decision once a formal decision of the Governing Board has been made.
4. Governing Board Members will respect the confidentiality appropriate to discussions that take place during properly noticed executive sessions.