

CODE OF ETHICS/CONFLICT OF INTEREST

No Board member may use their office to obtain anything of substantial value for the Board member or their immediate family. No Board member may solicit or accept anything of value if it could reasonably be considered a reward for any official action. No Board member may take any official action affecting a matter in which the Board member or the Board member's immediate family has a substantial financial interest. No Board member may use his or her office to produce a substantial direct or indirect benefit for the Board member, or members of his or her immediate family.

In order to avoid the possibility of a conflict of interest, members of the Board shall not serve in any capacity as paid employees of the District other than in their Board member position.

A Board member whose spouse or dependent child is employed by the District:

- shall not participate in negotiations, discussions, or votes on the contract relating to their spouse or dependent child's employment and shall leave the meeting during such proceedings in order to avoid the appearance of a possible conflict of interest;
- shall not participate in negotiations, discussions, or votes on the terms of another union's contract if it will affect the terms of the contract relating to their spouse or dependent child's employment in other than an inconsequential manner and shall leave the meeting during such proceedings in order to avoid the appearance of a possible conflict of interest;
- may participate in a disciplinary or similar matter affecting another District employee if the action does not result in a board member's spouse or dependent child obtaining a substantial benefit or value from such decision;
- may participate in decisions affecting class size, working hours, or other general District policy decisions if the effect on the Board member's spouse or dependent child does not differ materially from the effect on other District employees;
- may vote on the District's budget if the Board has already entered into a contract that establishes District employees' salaries and benefits for the period covered by the budget but may not vote on the budget if the budget will substantially affect the salaries and benefits of the Board member's spouse or dependent child.

In addition, a Board member shall not have any direct or indirect monetary interest exceeding the statutory exception stated in 946.13(2)(a), Wisconsin Statutes, in any contract furnishing any service, equipment, or supplies to the District.

In the event that a Board member or a Board member's spouse is employed by a corporation or business, or has an indirect interest in a corporation or business, which furnishes goods or services to the District, the Board member shall declare those interests and refrain from debating or voting upon any question relating to contracting with the company.

In the event that any employee of the District becomes elected to the Board, that employee shall resign from the position of employment with the District prior to taking the oath of office as a Board member. Conversely, if a Board member wishes to apply for employment with the District, the Board member shall first resign from the Board.

It is not the intent of this policy to prevent the District from contracting with corporations or

businesses because a Board member is an employee of the firm. The policy is designed to prevent placing a Board member in a position where the Board member's interest in the District and interest in their place of employment (or other indirect interest) might conflict, and to avoid the appearance of a conflict of interest, even though such a conflict may not exist.

LEGAL REF.: 19.59 – Wisconsin Statutes
946.10 – Wisconsin Statutes
946.12 – Wisconsin Statutes
946.13(2)(a) – Wisconsin Statutes
1997 Wisconsin Ethics Board Opinion

CROSS REF.: 161 – Board Member Authority and Responsibilities
161-Rule – Individual Board Member Responsibilities

APPROVED: January 13, 1981
November 11, 1996
May 12, 2003
November 20, 2006
December 15, 2008
September 15, 2014
MAY 18, 2020