

## ADDRESSING SCHOOL DIRECTOR VIOLATIONS

### Purpose

The Eastmont School Board and each of its school directors are committed to faithful compliance with the law, provisions of the Board's policies, and exercising good judgment.

### Policy Statement

The Board recognizes that failure to deal with deliberate or continuing violations of the law, Board policies, or lapses in good judgment by its school board members risks the loss of community confidence and damages the Board's ability to govern effectively. Therefore, in the event of a Board member's willful and/or continuing violation of law, policy, or judgment the Board will address the issue through the following process, which is intended to escalate only as necessary:

1. Conversation in a private setting between the offending School Director and the Board Chair or another individual School Director, identified by the Board;
2. Discussion in a properly convened executive session between the offending School Director and the full Board;
3. Possible removal of the offending School Director from any leadership or committee positions to which the offending School Director has been appointed or elected to by the Board; and
4. Censure of the offending School Director by adopting a resolution in an open meeting as a means of separating the Board's focus and intent from those of the offending School Director.

### Cross References:

Board Policy 1111	Oath of Office
Board Policy 1220	Board Officers and Duties of Board Members
Board Policy 1610	Conflicts of Interest
Board Policy 1815	Ethical Conduct for School Directors

### Legal References:

RCW 28A.320.040	Bylaws for board and school government
RCW 28A.635.050	Certain corrupt practices of school officials

### Management Resource:

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