

**GLOUCESTER COUNTY SCHOOL BOARD  
CODE OF ETHICS**

**While serving as a Member of the School Board of the County of Gloucester, I will aspire to be an ethical and professional public servant responsible for our School Division. To that end, I will strive to:**

1. *Serve* with integrity and fairness while adhering to School Board bylaws and policies and local, state, and national law in all matters concerning the provision of high-quality teaching and learning experiences for all students attending Gloucester County Public Schools. I will make decisions that positively influence the educational welfare of all children regardless of their ability, race, creed, sex, or social standing.
2. *Recognize* that, as an individual School Board Member, I can only communicate or act for myself and not on behalf of the School Board unless otherwise authorized to publicly present positions adopted by the School Board. I understand that requests for information from school building or central office staff should be directed to the School Board Chairperson (who will then communicate with the entire School Board) to determine the will of the School Board regarding such requests. I will not undermine a decision of the School Board or violate the chain of command as established.
3. *Abstain* from using my position on the School Board for personal gain and avoid conflicts of interest or impropriety that could be reasonably believed to influence my service on the School Board or exert undue influence on employees of our School Division. I will not base my decisions on special interest agendas or partisan political groups.
4. *Respect* that the Superintendent and staff are skilled and qualified professionals, delegate to them authority for the administration of our School Division, and refrain from interfering with that authority. I will not become involved in the day-to-day running of the schools and will refer complaints or concerns to the Superintendent. I will support and protect school personnel in proper performance of their duties and will not publicly criticize staff members.
5. *Refrain* from visiting schools and the School Board office that causes disruption to the learning environments and/or infringes upon the time of the students, teachers, administrators or central office staff. I will visit schools/central office or schedule appointments in accordance with schedules, availability and guidelines that are established by the building administrators and/or central office staff.
6. *Protect* confidential and privileged information and not publicly disclose or share with anyone not authorized to have such information.
7. *Improve* my ability to serve as a School Board Member by studying educational issues and participating in appropriate professional development.

8. *Actively participate* in School Board related business by attending all meetings where I am expected; being informed on topics being discussed; asking meaningful questions; providing constructive feedback; and respectfully listening to the input, including differing opinions and ideas, of all other participants while maintaining personal professional decorum.

9. *Collaborate* with all Members of the School Board and the Superintendent to make effective and responsible policy, budget, or other necessary decisions for the welfare of all stakeholders based on available data, staff recommendations, public input, and my own informed and independent judgement. I will not become involved in the administration, organization or implementation of the policy and the goals as that is the role of the Superintendent and staff.

10. *Communicate* the work of the School Division to all stakeholders as appropriate while advocating for the success of our schools and communicating public feedback to my colleagues on the School Board and the Superintendent.

**Whenever a Member believes that another has acted inconsistently with the Code of Ethics as hereby established, it is incumbent on him or her to first privately bring the issue to that Member in an attempt to resolve. If unresolved and the School Board Chairperson is not involved, the concern will be brought to the attention of the Chairperson who will seek resolution of the concern. If the Chairperson is involved, the Vice Chairperson will seek resolution. If the concern is not resolved, it will be brought to the full School Board in the closed session of a regular scheduled meeting or a special meeting.**

Adopted on this 8<sup>th</sup> day of October, 2019.

Robin M. Rice, Chairperson

Elisa A. Nelson, Vice-Chairperson

Troy M. Andersen, Member

George R. Burak, Member

Brenda F. Mack, Member

Anita F. Parker, Member

Darren P. Post, Member

Signed on this 15th day of October, 2019.