

BOARD CODE OF ETHICS AND CONFLICT OF INTEREST POLICY

This policy establishes expectations for ethical conduct by members serving on the Destinations Career Academy of Georgia (“GADCA”) Board. The school’s Board collectively and its members individually shall at all times operate in the most ethical and conscientious manner possible.

SECTION 1. CODE OF ETHICS. Each member of the GADCA Board agrees that s/he will:

Section 1.A: Governance Structure

1. Recognize that the authority of the GADCA Board rests only with the Board as a whole and act on behalf of the Board only in a quorum with other Board members at a Board meeting and not with individual members and act accordingly. Members may not speak or act for the Board unless otherwise directed by a majority of the Board or performing duties of an officer as authorized by state law. Also, no individual Board member may make commitments or promises that anticipate future actions that may be taken by the Board.
2. Support the delegation of authority for the day-to-day administration of GADCA to the school leader and act accordingly.
3. Honor the chain of command and refer problems or complaints consistent with the chain of command.
4. Recognize that the school leader should be present at all meetings of the GADCA Board except when his or her contract, salary or performance is under consideration.
5. Not undermine the authority of the school leader or school administration.
6. Use reasonable efforts to keep the school leader informed of concerns or specific recommendations that any member of the GADCA Board may bring to the Board.

Section 1.B: Strategic Planning

1. Reflect through actions that his or her first and foremost concern is for educational welfare of children attending the charter school.
2. Participate in all planning activities to develop the vision and goals of the GADCA Board.
3. Work with the GADCA Board and the school leader to ensure prudent and accountable uses of the resources of the charter school.
4. Render all decisions based on available facts and his or her independent judgment of the best interests of GADCA and its students and refuse to surrender his or her judgment to individuals or special interest groups.
5. Uphold and enforce all applicable laws, all rules and guidelines of the Georgia State Charter Schools Commission, the State Board of Education and the Board.

Section 1.C: GADCA Board and Community Relations

1. Seek regular and systemic communications among the GADCA Board and students, staff, and the community.
2. Communicate to the GADCA Board and the school leader expressions of public

reaction to Board policies and charter school programs.

3. Be an advocate for public education in the community, informing community members on the needs of the school as well as actions of the GADCA Board and accomplishments of the school's educational program. Also, be responsive to the public and communicate to other Board members and the school leader expressions of public reaction to Board policies and school programs.

Section 1.D: Policy Development

1. Work with other GADCA Board members to establish effective policies for the charter school.
2. Make decisions on policy matters only after full discussion at publicly held GADCA Board meetings.
3. Periodically review and evaluate the effectiveness of policies on GADCA programs and performance.

Section 1.E: GADCA Board Meetings

1. Attend and participate in regularly scheduled and called GADCA Board meetings. If a Board member is unable to attend a meeting, the member shall notify the Board Chair prior to the meeting. Failure to attend two consecutive Board meetings or three Board meetings in a calendar year (except for emergencies or as excused by the Chair) may result in removal from the Board of Directors in accordance with the Bylaws.
2. Be informed and prepared to discuss issues to be considered on the GADCA Board agenda.
3. Model the type of respectful, informed and open-minded discussion and consideration of issues that GADCA Board members would like to see reflected throughout all levels of the school. Specifically, Board members should encourage the free expression of opinions by all Board members, and seek and maintain open lines of communication between the Board, school employees, and the community.
4. Vote for a closed executive session of the GADCA Board only when applicable law or Board policy requires consideration of a matter in executive session.
5. Maintain the confidentiality of all discussions and other matters pertaining to the GADCA Board and the charter school during executive session of the Board.
6. Make decisions in accordance with the interests of the charter school as a whole and not any particular agreement thereof.
7. Voice his or her opinion but give open-minded and fair consideration to the views of the other GADCA Board members, and thereafter support the majority decision of the Board.

Section 1.F: GADCA Personnel

1. Consider the employment of personnel only after receiving and considering the recommendation of the school leader.
2. Support the employment of persons best qualified to serve as employees of the charter school and insist on regular and impartial evaluations of charter school staff.

3. Comply with all applicable laws, rules, regulation, and all GADCA Board policies regarding employment of family members.

Section 1.G: Conduct as a Board Member

1. Devote sufficient time, thought and study to the performance of the duties and responsibilities of a member of the GADCA Board.
2. Become informed about current educational issues by individual study and through participation in programs providing needed education and training.
3. Communicate in a respectful professional manner with and about fellow GADCA Board members.
4. Take no private action that will compromise the GADCA Board or charter school administration, including any communications on social media that reflect negatively on the school or the administration.
5. Participate in all required training programs developed for GADCA Board members by the Board or the Georgia State Charter Schools Commission. In the event that a Board member is unable to participate in such training, the Board member shall make-up the missed training within a reasonable time period, not to exceed 90 days or the end of the fiscal year, whichever is sooner. A Board member's failure to complete the required training prior to the close of the academic year shall result in automatic removal from the Board, absent exigent circumstances.
6. In the annual report, submitted to the Department, disclose the status of GADCA Board member compliance with the Code of Ethics.
7. Submit to criminal background check as required by the Georgia State Charter Schools Commission.

Section 1.H: Disclosure of Conflicts of Interest

1. Announce potential conflicts of interest before GADCA Board action is taken.
2. Comply with the conflicts of interest policy of the GADCA Board, all applicable laws and State Board of Education Standards, rules and guidelines.

Upon a motion supported by a two-thirds (2/3) vote, the GADCA Board may choose to conduct a hearing concerning a possible violation of this Code of Ethics by a member of the Board. The Board member accused of violating this Code of Ethics will have thirty (30) days' notice prior to a hearing on the matter. The accused Board member may bring witnesses on his or her behalf to the hearing, and the Board may elect to call witnesses to inquire into the matter. If found by a vote of two-thirds of all the members of the Board that the accused Board member has violated this Code of Ethics, the Board shall determine an appropriate sanction. A record of the decision of the Board to sanction a Board member for a violation of this Code of Ethics shall be placed in the permanent minutes of the Board.

SECTION II. CONFLICTS OF INTEREST.

Section 2.A: Financial Conflicts of Interest

1. No GADCA Board member shall use or attempt to use his or her official position to secure unwarranted privileges, advantages, employment for himself or herself, any of his or her immediate family members, or others.
2. No GADCA Board member shall act in his or her official capacity in any matter in which s/he, any of his or her immediate family members, or any business organization in which s/he has a material financial interest, that would reasonably be expected to impair his or her objectivity or independence of judgment.
3. No GADCA Board member shall solicit or accept or knowingly allow any of his or her immediate family members or any business organization in which s/he has an interest to solicit or accept any gift, favor, loan, political contribution, service, promise of future employment, or other thing of value based upon an understanding that the gift, favor, loan, contribution, service, promise, or other thing of value was given or offered for the purpose of influencing that board member in the discharge of his or her official duties. For purposes of this paragraph, a gift, favor, loan, contribution, service, promise, or other thing of value shall not include the items contained in subparagraphs (a)(2)(A) through (a)(2)(J) of Code Section 16-10-2.
4. No GADCA Board member shall use, or knowingly allow to be used, his or her official position or any information not generally available to the members of the public which s/he receives or acquires in the course of and by reason of his or her official position for the purpose of securing financial gain for himself or herself, any of his or her immediate family members, or any business organization with which s/he is associated.
5. No GADCA Board member or any of his or her immediate family members or any business organization in which s/he has an interest shall represent any person or party other than the charter school governing board in connection with any cause, proceeding, application, or other matter pending before the charter school governing board on which s/he serves.
6. No GADCA Board member shall be prohibited from making an inquiry for information on behalf of a community member if no fee, reward, or other thing of value is promised to, given to, or accepted by the board member or any of his or her immediate family members in return therefor.
7. No GADCA Board member shall be deemed in conflict with these provisions if, by reason of his or her participation in any matter required to be voted upon by the charter school governing board, no material or monetary gain accrues to him or her as a member of any profession, occupation, or group to any greater extent than any gain could reasonably be expected to accrue to any other member of that profession, occupation, or group.

8. No GADCA Board member may also be an officer or serve on the board of directors of any organization that sells goods or services to the charter school.
9. No GADCA Board member shall be deemed in conflict with these provisions if, by reason of his or her participation in any matter required to be voted upon by the Board, no material or monetary gain accrues to him or her as a member of any profession, occupation, or group to any greater extent than any gain could reasonably be expected to accrue to any other member of that profession, occupation, or group.
10. The GADCA Board may not do business with a bank or financial institution where a Board member is an employee, stockholder, director or officer when such member owns 30% or more stock in that institution.
11. No GADCA Board member may have a financial interest in school buses, bus equipment or supplies, provide services for buses owned by the board, or sell gasoline to the board from a corporation in which the board member is a shareholder.
12. No GADCA Board member shall accept a monetary fee or honorarium in excess of \$101.00 for a speaking engagement, participation in a seminar, discussion panel, or other activity which directly relates to the official duties of that public officer or the office of that public officer. Actual and reasonable expenses for food, beverages, travel, lodging, and registration for a meeting which are provided to permit participation in a panel or speaking engagement at the meeting shall not be monetary fees or honoraria.
13. NO GADCA Board member shall be an officer, member, or employee of a local board of education or an employee of a local school system.

Section 2.B: Conduct As A GADCA Board Member

1. No GADCA Board member shall disclose or discuss any information which is subject to attorney- client privilege belonging to the charter school governing board to or with any person other than other board members, the board attorney, the school leader, or persons designated by the school leader for such purposes unless such privilege has been waived by a majority vote of the whole board.
2. No GADCA Board member shall vote on the employment or promotion of any of his or her immediate family members. No immediate family member of a board member may be employed or promoted unless a public, recorded vote is taken separately from all other personnel matters.
3. No GADCA Board member may be employed in any position in the charter school in which they serve.
4. No GADCA Board member shall serve simultaneously on the governing body of a public local school district or of a private elementary or secondary educational institution that actively seeks funding from any government entity or private entity from which the charter school seeks funding.

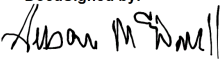
Each member of the GADCA Board understands and acknowledges that no person shall be eligible to serve on the Board unless s/he:

- (1) Has read and understands the code of ethics and the conflict of interest provisions applicable to members of charter school governing boards and has agreed to abide by them; and
- (2) Has agreed to annually disclose compliance with the State Board of Education's policy on training for members of charter school governing boards, the code of ethics of charter school governing boards, and the conflict of interest provisions applicable to members of charter school governing boards.

Section 2.C: Definition of “Immediate Family Member”

As used in Section II, “Immediate Family Member” shall mean a spouse, child, sibling, parent or the spouse of a child, sibling, or parent.

I (print name) Susan McDowell will meet the conduct expectations outlined in the above policy as a member of the GADCA Board of Directors and I understand failure to do so may result in removal from the Board in accordance with the Bylaws. I further agree that if at any time, I am unable fulfill the commitments as a member of the Board, I will give appropriate notice of resignation to the Chair of the Board.

DocuSigned by:

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Signature

3/30/2023 | 8:33 AM EDT

Date