

Johnson City Schools

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Superintendent of Schools

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BOARD OF EDUCATION

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MISSION STATEMENT

The Mission of the Johnson City Schools is to enable all students to achieve excellence in learning, to accept social responsibility and to develop self-worth.

SACS ACCREDITATION

All schools are accredited by the Southern Association of Colleges and Schools.

August 17, 2012

Becky Bradley, Ethics Specialist
Tennessee Ethics Commission
404 James Robertson Parkway, Suite 104
Nashville, Tennessee 37243

Dear Ms. Bradley:

Enclosed are copies of Ethics Policies adopted by the Johnson City Board of Education. If you need further information please let me know.

Sincerely,

A handwritten signature in black ink, appearing to read "Lee Patterson".

Lee Patterson
Human Resources

2012 AUG 22 AM 10:53

Johnson City Board of Education

Monitoring: Review Annually, in September	Code of Ethics	Descriptor 1.1061	Issue Date 12/1/2008
		Rescinds	Issued

CODE OF ETHICS JOHNSON CITY SCHOOL DISTRICT

Section 1. Definitions:

- (1) "School district" means Johnson City School District, which was duly created by a public or private act of the General Assembly; and which includes all boards, committees, commissions, authorities, corporations or other instrumentalities appointed or created by the school district or an official of the school district.
- (2) "Officials and employees" means and includes any official, whether elected or appointed, officer, employee or servant, or any member of any board, agency, commission, authority or corporation (whether compensated or not), or any officer, employee or servant thereof, of the school district.
- (3) "Personal interest" means, for the purpose of disclosure of personal interests in accordance with this Code of Ethics, a financial interest of the official or employee, or a financial interest of the official's or employee's spouse or child living in the same household, in the matter to be voted upon, regulated, supervised, or otherwise acted upon in an official capacity.

Section 2. Disclosure of personal interest in voting matters. An official or employee with the responsibility to vote on a measure shall disclose during the meeting at which the vote takes place, before the vote and to be included in the minutes, any personal interest that affects or that would lead a reasonable person to infer that it affects the official's or employee's vote on the measure. In addition, the official or employee may, to the extent allowed by law, recuse himself from voting on the measure.

Section 3. Disclosure of personal interest in non-voting matters. An official or employee who must exercise discretion relative to any matter other than casting a vote and who has a personal interest in the matter that affects or that would lead a reasonable person to infer that it affects the exercise of the discretion shall disclose, before the exercise of the discretion when possible, the interest on an approved disclosure form and file the disclosure form with the school district's central office. In addition, the official or employee may, to the extent allowed by law, recuse himself from the exercise of discretion in the matter.

Section 4. Acceptance of gifts and other things of value. An official or employee, or an official's or employee's spouse or child living in the same household, may not accept, directly or indirectly, any gift, money, gratuity, or other consideration or favor of any kind from anyone other than the school district that a reasonable person would understand was intended to influence the vote, official action or judgment of the official or employee in executing decision-making authority affecting the school district.

It shall not be considered a violation of this policy for an official or employee to receive entertainment, food, refreshments, meals, health screenings, amenities, foodstuffs, or beverages that are provided in connection with a conference sponsored by an established or recognized statewide association of school board officials or by an umbrella or affiliate organization of such statewide association of school board officials.

1 **Section 5. Ethics Complaints.** The school district may create a School District Ethics Committee (the
2 "Ethics Committee") consisting of three members who will be appointed to one-year terms by the Chairman of
3 the Board of Education with confirmation by the board of education. At least two members of the committee
4 shall be members of the board of education. The Ethics Committee shall convene as soon as practicable after
5 its appointment and elect a chair and a secretary. The records of the Ethics Committee shall be maintained by
6 the secretary and shall be filed in the office of the Superintendent of schools, where they shall be open to
7 public inspection.

8
9 Question and complaints regarding violations of this Code of Ethics or of any violation of state law governing
10 ethical conduct should be directed to the chair of the Ethics Committee. Complaints shall be in writing and
11 signed by the person making the complaint, and shall set forth in reasonable detail the facts upon which the
12 complaint is based.

13
14 The School District Ethics Committee may investigate any credible complaint against an official or employee
15 charging any violation of this Code of Ethics, or may undertake an investigation on its own initiative when it
16 acquires information indicating a possible violation, and make recommendations for action to end or seek
17 retribution for any activity that, in the Committee's judgment, constitutes a violation of this Code of Ethics. If
18 a member of the Committee is the subject of a complaint, such member shall recuse himself from all
19 proceedings involving such complaint.

20
21 The Committee may:

- 22
23 (1) Refer the matter to the Board Attorney for a legal opinion and/or recommendation for action;
24 (2) In the case of an official, refer the matter to the school board body for possible public censure if the
25 board body finds such an action warranted;
26 (3) In the case of an employee, refer the matter to the official responsible for supervision of the
27 employee for possible disciplinary action if the official finds discipline warranted; or
28 (4) In a case involving possible violation of state statutes, refer the matter to the district attorney for
29 possible ouster or criminal prosecution.

30
31 The interpretation that a reasonable person in the circumstances would apply shall be used in interpreting this
32 Code of Ethics. When a violation of this Code of Ethics also constitutes a violation of a personnel policy or a
33 civil service policy, the violation shall be dealt with as a violation of the personnel or civil service provisions
34 rather than as a violation of this Code of Ethics.

Johnson City Board of Education

Monitoring: Review Annually, in September	Ethics	Descriptor 1.106	Issue Date 10/1/2007
		Rescinds 1.106	Issued 10/2/2006

1 The Board adopts this Code of Ethics as recommended by the Tennessee School Boards Association and the
 2 State of Tennessee as a guide to its members as they provide educational leadership for the youth of our state.
 3 The Board further agrees that ethical issues regarding the Board or its members may be referred to the TSBA
 4 Ethics Advisory Council.

5
 6 **ARTICLE I. MY RELATIONS TO THE CHILDREN**

- 7
- 8 Section 1. I will at all times think in terms of "children first," always determining other
 9 important things according to how they affect education and training of
 10 children.
- 11
- 12 Section 2. I will seek to provide equal educational opportunities for all children
 13 regardless of ability, race, color, sex, creed or location of residence.

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 15 **ARTICLE II. MY RELATIONS TO MY COMMUNITY**

- 16
- 17 Section 1. I will endeavor to appraise fairly both the present and future educational
 18 needs of the community and to support improvements as finances permit.
- 19
- 20 Section 2. I will represent at all times the entire school community and refuse to
 21 represent special interests or partisan politics.
- 22
- 23 Section 3. I will endeavor to keep the community informed about the progress and
 24 needs of the schools.

25
 26 **ARTICLE III. MY RELATIONS TO TEACHERS AND PERSONNEL**

- 27
- 28 Section 1. I will support the employment of those persons best qualified to serve as
 29 employees and will insist on a regular and impartial evaluation of all staff.
- 30
- 31 Section 2. I will support and protect personnel in performance of their duties.
- 32
- 33 Section 3. I will not criticize employees publicly but will make such criticism to the
 34 Superintendent of Schools for investigation and action if necessary.

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 36 **ARTICLE IV. MY RELATIONS WITH OTHER BOARD MEMBERS**

- 37
- 38 Section 1. I will recognize that authority rests only with the Board in official meetings
 39 and that the individual member has no legal status outside of such meetings.
- 40
- 41 Section 2. I will refuse to make promises as to how I will vote on a matter which should
 42 properly come before the Board as a whole.

1
2 Section 3. I will make decisions only after full discussion of matters at a Board meeting.

3
4 Section 4. I will respect the opinion of other members and will accept the principle of
5 "majority rule."
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7 **ARTICLE V. MY RELATIONS WITH THE SUPERINTENDENT OF SCHOOLS**

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9 Section 1. I will support full administrative authority as well as responsibility for the
10 Superintendent of Schools to properly discharge all professional duties.

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12 Section 2. I will support Superintendent of Schools' accountability for working and
13 requiring staff to work within the framework of policies set by the Board.
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15 Section 3. I will refer all complaints and concerns to the Superintendent of Schools.
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17 **ARTICLE VI. MY RELATIONS TO MYSELF**

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19 Section 1. I will inform myself about my duties and responsibilities and current edu-
20 cational issues by individual study and through participation in programs
21 providing needed information, such as those sponsored by my state and
22 national school boards associations.
23

24 Section 2. I will avoid being placed in a position of conflict of interest, and will refrain
25 from using my board position for personal or partisan gain.
26

27 **CONTRACT AGREEMENT**

28
29 As members of the Johnson City Board of Education, we also commit ourselves collectively and indi-
30 vidually to uphold the following contract, which is to be renewed after each Board of Education election
31 of officers:
32

- 33 1. To abide by the code of ethics of the Tennessee School Boards Association.
- 34 2. To strive sincerely to build better relationships with one another and with the Superintendent
35 of Schools.
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- 37 3. To vote on individual convictions and do what we can to prevent or destroy fractionalism on the
38 Board.
39
- 40 4. To refuse to become involved in micromanagement.
- 41 5. To emphasize planning, policy making, and public relations rather than becoming involved in
42 management of the schools.
43
- 44 6. To prepare ourselves carefully before each board meeting so that when we have the floor, we can
45 make comments that are concise, organized, and clear.
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- 47 7. To listen carefully and with courtesy when other people have the floor and are speaking during
48 board meetings.
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- 8. To set clear goals for the Superintendent of Schools.
- 9. To support the Superintendent of Schools and to help him be as effective as possible as long as he is the Superintendent.
- 10. To establish goals for our school district and to make sure the community is aware of those goals.

If any board member feels that another board member has violated any provision of this agreement, that board member shall personally talk with the offending board member in an attempt to resolve the issue. If the attempt fails, the board member who feels that another board member has violated this agreement shall bring the matter to the attention of the entire board. Any grievances that arise should be dealt with at the earliest possible practical opportunity.