

North Lakes Academy

Policy #: 705

Policy Name: Conflict of Interest

Adopted: March, 2007

Reviewed: March 17, 2009

I. Purpose

The Board of Directors recognizes it represents the interests of the entire North Lakes Academy community in the governance of student achievement and fiscal management. To effectively represent the community, the Board of Directors recognizes its members must be free of conflicts of interest. Therefore, the Board of Directors establishes this policy on Conflict of Interest.

II. Specific Policy Elements

1. The Board and its committees, as well as North Lakes Academy (NLA) employees and parents, shall not enter into any contract or transaction on behalf of NLA Charter School with:
 - a. One or more of its Directors (for purposes of this policy, a Director shall be defined as a member of the School Board, or and elected or appointed Committee member or officer, a paid employee, or anyone else who might have financial or personal interest in a transaction)
 - b. A Director of a related organization
 - c. An organization in which or of which a director, employee, or parent of NLA Charter School is a director, officer, or legal representative, or in some other way has a material financial interest

Unless all of the following are met:

- a. That interest is disclosed or known to the Board of Directors
 - b. The Board approves, authorizes, or ratifies the action in good faith
 - c. The approval is by a majority of Directors (not counting the interested director)
 - d. At a meeting where a quorum is present (not counting the interested director)
2. The interested director may be presented for discussion to answer questions, but may not advocate for the action to be taken. If the Director has an immediate family member who works at NLA Charter School, he/ she should excuse himself/ herself from the vote on that family member's evaluation. The minutes of all actions taken on such matters shall clearly reflect that these requirements have been met.
 3. Should a conflict of interest occur which does not meet the above requirements, Minnesota Statute 317A will define the procedure to be followed. The board may choose to apply additional consequences as deemed appropriate.
 4. Employees of NLA who are serving as Board Members are not deemed to have a conflict of interest when addressing any contract or transaction regarding compensation for any NLA employees, including themselves. (State Law exempts the situation of Directors establishing compensation for themselves or other Directors, and State Law requires that teachers comprise the majority of the School Board. Therefore, Teachers are allowed to vote on budgets and other financial matters which effect them.)
 5. This policy shall apply to all members of the NLA School Board and to all elected and appointed committee members and officers, and administration of NLA Charter School.

III. Special Reporting Requirements

None