

RESOLUTION OF THE BOARD OF EDUCATION
OF
DOUGLAS COUNTY SCHOOL DISTRICT, RE-1

WHEREAS, the Board of Education (“Board”) strongly believes that public service and public employment are a public trust; and

WHEREAS, the Board also recognizes that former district employees often have invaluable knowledge, experience, and insight relevant to district governance, and the Board encourages continued connection and involvement with the district after an employee leaves district employment; and

WHEREAS, the Board of Education acknowledges that the appearance of a “revolving door” between district employment and service on the Board of Directors undermines the public’s trust and confidence that elected officials and employees are, at all times, acting in the best interests of the district, and, instead may give the impression that they are making decisions to serve their self-interest; and

WHEREAS, the Board of Education, in wanting to provide a “safe harbor” for former employee participation on the Board expresses itself now, outside of an election season, and nearly two years before the next election, by providing a normative guideline that will serve to describe an ethical guideline for former employees who desire to serve on the Board. Such an approach will preempt any charge that the employee actually began, or appeared to have begun, his or her campaign for Board service while still receiving a paycheck from the District.

THEREFORE, BE IT RESOLVED that in order to avoid even the appearance of a conflict of interest during periods of employment by employees later seeking to serve on the Board, and in order to provide the greatest level of trust, confidence and integrity in the decisions of the Board of Directors, the Board expresses its support for the proposition that, as a norm of ethical conduct, *no employee should file with the Colorado Secretary of State a candidate affidavit indicating an intention to run for the Office of Director of the Board of Education for at least one year immediately after termination of the employee’s service to the district.*

BE IT FURTHER RESOLVED that the Board is issuing this guidance and making this expression of normative expectation now, with no election or campaign pending and without awareness of the candidacy of any person. The Board strongly encourages and expects former district employees who seek to serve the Board – which the Board strongly encourages and welcomes- to comply with this normative expectation in the public interest. Indeed, by promulgating this resolution now, the Board is providing ample notice, in advance of the next election, to allow an employee to resign his or her employment with the district and still comply with the one year period described above.

BE IT FURTHER RESOLVED that if a district employee fails to comply with this normative expectation, the Board encourages opponents of any such former employee in any race for office of Director of the Board of Education to cite this resolution in future campaigns as an expression of our community’s basic expectations for ethical conduct by those who were once employed by the District, in the public interest, and who later seek to serve on the board of Directors.

BE IT FURTHER RESOLVED that this principle of voluntary disqualification does not apply to former employees seeking appointments to serve on advisory committees of the Board, on school-based committees in the district, or in other voluntary capacities in service to the district.

APPROVED this 13th day of December, 2011, by a vote of _____

President, Board of Education

ATTEST: _____