

RESOLUTION TO CENSURE TRUSTEE KATHLEEN HAAR

The Board of Trustees ("Board") of the Teton County Idaho School District 401 ("District") hereby issues this public censure expressing disapproval of Trustee Kathleen Haar's violation of Board Policies, Regulations, and Bylaws, as follows:

WHEREAS, each member of the Board of Trustees has entered into a Code of Ethics to guide the activities of the Board and its individual members, including the following provisions:

Render all decisions based on the available facts and each board member's independent judgment, and refuse to surrender that judgment to individuals or special interest groups;

Recognize that decisions are made by a majority vote and the outcome should be supported by all board members;

Be open, fair and honest – no hidden agendas, and respect the right of other board members to have opinions and ideas which differ from mine;

Understand the chain of command and refer problems or complaints to the proper administrative office while refraining from communications that may create conditions of bias should a district concern ever rise to the attention of the board as a hearings panel;

Give staff the respect and consideration due skilled, professional employees and support the employment of those best qualified to serve as district staff, while insisting on regular and impartial evaluation of all staff;

Present personal criticism of district operations to the superintendent, not to district staff or to a board meeting;

Take no private action that will compromise the board or administration;

; and

WHEREAS, District Policy 1400 outlines Board/Staff Communications

Staff Communications to the Board:

All official communications or reports to the Board from principals, supervisors, teachers, or other staff members shall be submitted through the Superintendent. This shall not deny any staff member's right to appeal to the Board from administrative decisions, provided that the Superintendent shall have been notified of the forthcoming appeal and that it is processed according to the applicable procedures for complaints and grievances.

Board Communications to Staff:

All official communications, policies and directives of staff interest and concern will be communicated to staff members through the Superintendent. The Superintendent will employ all such media as are appropriate to keep staff fully informed of the Board's concerns and actions. Visits to Schools Trustees should make a point to visit each school of the District not less than once each school year to examine its condition and needs. Individual Board members interested in visiting schools should, out of courtesy, make arrangements for visitations through the principals of the various schools. Such visits shall be

regarded as informal expressions of interest in school affairs and not as "inspections" or visits for supervisory or administrative purposes.

; and

WHEREAS, the Board and its individual members recognize the importance in demonstrating the highest level of professionalism while acting in the course and scope of their office, and

WHEREAS, the Board as an entity, and the individuals of such board, do not wish to bring disrepute to the Board and District, while recognizing First Amendment Rights and the potential limitations of such rights based on the status as a public official; and

WHEREAS, the Board of Trustees does not condone or accept the type of conduct and behavior and finds it necessary and prudent to declare its strong and vehement disapproval of such conduct, and determines that this Resolution is necessary to affirm that such conduct is not deemed appropriate and seek to prevent repeat of such conduct;

NOW, THEREFORE, IT IS HEREBY RESOLVED, by the Board of Trustees for the Teton Idaho School District 401 as follows:

1. That the actions of Trustee Kathleen Haar are not consistent with the intent and spirit of the Board Code of Ethics, District Policy, Operational Protocols and expected high standards of professionalism.
2. Trustee Haar has acted in a manner in which the Board finds concerning with regard to board/staff communication, public statements related to personnel matters required to be discussed in executive session, and the use of social media to share damaging and subjective opinions about district operations.
3. The Board of Trustees hereby censures Trustee Haar for the conduct described herein and expresses the strongest possible disapproval and disavowal thereof.
4. The Board requests that Trustee Haar engage in actions consistent with the intent and spirit of the Board Code of Ethics, District Policy, Operational Protocols and expected high standards of professionalism as detailed in this Resolution and cease the actions which have brought forth this Resolution.
5. The Board recognizes that it cannot compel Trustee Haar to engage in additional professional development activities, but would strongly recommend such activities are explored with the goal of making Trustee Haar as well as the entire Board a more functionally operative governance organization.
6. The Board immediately removes Trustee Haar from her roles as Vice Chair and a member of the Finance Committee with the option to reconsider these roles during school board office and committee elections in January.

Trustee Signature: _____

Date: _____

9/12/22