



Mobile County

PUBLIC SCHOOLS

File includes the following documents:

School Board Governance Act

Alabama Educator Code of Ethics

MCPSS Board of Education Ethics

MCPSS Policies/Reference (see 2.1)

Who Must File a Statement of Economic
Interest Form

ALABAMA EDUCATOR CODE OF ETHICS

Introduction

The primary goal of every educator in the state of Alabama must, at all times, be to provide an environment in which all students can learn. In order to accomplish that goal, educators must value the worth and dignity of every person, must have a devotion to excellence in all matters, must actively support the pursuit of knowledge, and must fully participate in the nurturance of a democratic citizenry. To do so requires an adherence to a high ethical standard.

The Alabama Educator Code of Ethics defines the professional behavior of educators in Alabama and serves as a guide to ethical conduct. The code protects the health, safety and general welfare of students and educators; outlines objective standards of conduct for professional educators; and clearly defines actions of an unethical nature for which disciplinary sanctions are justified.

CODE OF ETHICS STANDARDS

Standard 1: Professional Conduct

An educator should demonstrate conduct that follows generally recognized professional standards.

Ethical conduct includes, but is not limited to, the following:

- Encouraging and supporting colleagues in the development and maintenance of high standards.
- Respecting fellow educators and participating in the development of a professional and supportive teaching environment.
- Engaging in a variety of individual and collaborative learning experiences essential to developing professionally in order to promote student learning.

Unethical conduct is any conduct that impairs the certificate holder's ability to function in his or her employment position or a pattern of behavior that is detrimental to the health, welfare, discipline, or morals of students.

Unethical conduct includes, but is not limited to, the following:

- Harassment of colleagues.
- Misuse or mismanagement of tests or test materials.
- Inappropriate language on school grounds.
- Physical altercations.
- Failure to provide appropriate supervision of students.

Standard 2: Trustworthiness

An educator should exemplify honesty and integrity in the course of professional practice.

Ethical conduct includes, but is not limited to, the following:

- Properly representing facts concerning an educational matter in direct or indirect public expression.
- Advocating for fair and equitable opportunities for all children.
- Embodying for students the characteristics of intellectual honesty, diplomacy, tact, and fairness.

Unethical conduct includes, but is not limited to, the following:

- Falsifying, misrepresenting, omitting, or erroneously reporting professional qualifications, criminal record, or employment history when applying for employment or certification.
- Falsifying, misrepresenting, omitting, or erroneously reporting information submitted to federal, state, and/or other governmental agencies.

- Falsifying, misrepresenting, omitting, or erroneously reporting information regarding the evaluation of students and/or personnel.
- Falsifying, misrepresenting, omitting, or erroneously reporting reasons for absences or leaves.
- Falsifying, misrepresenting, omitting, or erroneously reporting information submitted in the course of an official inquiry or investigation.

Standard 3: Unlawful Acts

An educator should abide by federal, state, and local laws and statutes.

Unethical conduct includes, but is not limited to, the commission or conviction of a felony or of any crime involving moral turpitude. As used herein, conviction includes a finding or verdict of guilty, or a plea of *nolo contendere*, regardless of whether an appeal of the conviction has been sought or a situation where first offender treatment without adjudication of guilt pursuant to the charge was granted.

Standard 4: Teacher/Student Relationship

An educator should always maintain a professional relationship with all students, both in and outside the classroom.

Ethical conduct includes, but is not limited to, the following:

- Fulfilling the roles of trusted confidante, mentor, and advocate for students' growth.
- Nurturing the intellectual, physical, emotional, social, and civic potential of all students.
- Providing an environment that does not needlessly expose students to unnecessary embarrassment or disparagement.
- Creating, supporting, and maintaining a challenging learning environment for all students.

Unethical conduct includes, but is not limited to, the following:

- Committing any act of child abuse, including physical or verbal abuse.
- Committing any act of cruelty to children or any act of child endangerment.
- Committing or soliciting any unlawful sexual act.
- Engaging in harassing behavior on the basis of race, gender, national origin, religion, or disability.
- Soliciting, encouraging, or consummating an inappropriate written, verbal, or physical relationship with a student.
- Furnishing tobacco, alcohol, or illegal/unauthorized drugs to any student or allowing a student to consume alcohol or illegal/unauthorized drugs.

Standard 5: Alcohol, Drug and Tobacco Use or Possession

An educator should refrain from the use of alcohol and/or tobacco during the course of professional practice and should never use illegal or unauthorized drugs.

Ethical conduct includes, but is not limited to, the following:

- Factually representing the dangers of alcohol, tobacco and illegal drug use and abuse to students during the course of professional practice.

Unethical conduct includes, but is not limited to, the following:

- Being under the influence of, possessing, using, or consuming illegal or unauthorized drugs.
- Being on school premises or at a school-related activity involving students while documented as being under the influence of, possessing, or consuming alcoholic beverages or using tobacco. A school-related activity includes, but is not limited to, any activity that is sponsored by a school or a school system or any activity designed to enhance the school curriculum such as club trips, etc., where students are involved.

Standard 6: Public Funds and Property

An educator entrusted with public funds and property should honor that trust with a high level of honesty, accuracy, and responsibility.

Ethical conduct includes, but is not limited to, the following:

- Maximizing the positive effect of school funds through judicious use of said funds.
- Modeling for students and colleagues the responsible use of public property.

Unethical conduct includes, but is not limited to, the following:

- Misusing public or school-related funds.
- Failing to account for funds collected from students or parents.
- Submitting fraudulent requests for reimbursement of expenses or for pay.
- Co-mingling public or school-related funds with personal funds or checking accounts.
- Using school property without the approval of the local board of education/governing body.

Standard 7: Remunerative Conduct

An educator should maintain integrity with students, colleagues, parents, patrons, or businesses when accepting gifts, gratuities, favors, and additional compensation.

Ethical conduct includes, but is not limited to, the following:

- Insuring that institutional privileges are not used for personal gain.
- Insuring that school policies or procedures are not impacted by gifts or gratuities from any person or organization.

Unethical conduct includes, but is not limited to, the following:

- Soliciting students or parents of students to purchase equipment, supplies, or services from the educator or to participate in activities that financially benefit the educator unless approved by the local governing body.
- Accepting gifts from vendors or potential vendors for personal use or gain where there appears to be a conflict of interest.
- Tutoring students assigned to the educator for remuneration unless approved by the local board of education.

Standard 8: Maintenance of Confidentiality

An educator should comply with state and federal laws and local school board policies relating to confidentiality of student and personnel records, standardized test material, and other information covered by confidentiality agreements.

Ethical conduct includes, but is not limited to, the following:

- Keeping in confidence information about students that has been obtained in the course of professional service unless disclosure serves professional purposes or is required by law.
- Maintaining diligently the security of standardized test supplies and resources.

Unethical conduct includes, but is not limited to, the following:

- Sharing confidential information concerning student academic and disciplinary records, health and medical information, family status/income, and assessment/testing results unless disclosure is required or permitted by law.
- Violating confidentiality agreements related to standardized testing including copying or teaching identified test items, publishing or distributing test items or answers, discussing test items, and violating local school system or state directions for the use of tests or test items.
- Violating other confidentiality agreements required by state or local policy.

Standard 9: Abandonment of Contract

An educator should fulfill all of the terms and obligations detailed in the contract with the local board of education or educational agency for the duration of the contract.

Unethical conduct includes, but is not limited to, the following:

- Abandoning the contract for professional services without prior release from the contract by the employer;
- Refusing to perform services required by the contract.

ETHICS

The board adopts the following statement of ethics to guide members:

As a member of the Board of School Commissioners, representing all the citizens of my school district, I recognize the following:

- A. My fellow citizens have entrusted me with the educational development of the children and youth of this community.
- B. The public expects my first and greatest concern to be in the best interest of each and every one of these young people without distinction as to who they are or what their background may be.
- C. The future welfare of this community, of this state, and of the nation depends in the largest measure upon the quality of education we provide in the public schools to fit the needs of every learner.

D. My fellow board members and I must take the initiative in helping all the people of this community to have all of the facts all of the time about their schools, to the end that they will readily provide the finest possible school program, school staff, and school facilities.

E. Legally the authority of the board is derived from the state which ultimately controls the organization and operations of the school system and which determines the degree of discretionary power left with the board and the people of this community for the people of this community for the exercise of local autonomy.

F. I must neither neglect my personal obligation to the community and my legal obligation to the state, nor surrender these responsibilities to any other person, group, or organization; but that, beyond these, I have a moral and civic obligation to the nation which can remain strong and free only so long as public schools in the United States of America are kept free and strong.

strong.

H. I shall welcome and encourage active cooperation by citizens, or organizations and the media of communication in the district with respect to established policy on current school operation and proposed future developments.

I. I shall support my state and national school boards associations.

J. Finally, I shall strive step by step toward ideal conditions for most effective school board service to my community, in a spirit of teamwork and devotion to public education as the greatest instrument for the preservation and perpetuation of our representative democracy.

Who must file a Statement of Economic Interests Form?

ANSWER: Section 36-25-14 states:

"(a) A statement of economic interests shall be completed and filed in accordance with this chapter with the commission...by each of the following:

- (1) All elected public officials at the state, county, or municipal level of government or their instrumentalities.
- (2) Any person appointed as a public official and any person employed as a public employee at the state, county, or municipal level of government or their instrumentalities who occupies a position whose base pay is seventy-five thousand dollars (\$75,000) or more annually.
(Effective August 1, 2012)
- (3) All candidates, simultaneously with the date he or she becomes a candidate as defined in Section 17-5-2, or the date the candidate files his or her qualifying papers, whichever comes first.
- (4) Members of the Alabama Ethics Commission; appointed members of boards and commissions having statewide jurisdiction (but excluding members of solely advisory boards).
- (5) All full-time nonmerit employees, other than those employed in maintenance, clerical, secretarial, or other similar positions.
- (6) Chief clerks and chief managers.
- (7) Chief county clerks and chief county managers.
- (8) Chief administrators.
- (9) Chief county administrators.
- (10) Any public official or public employee whose primary duty is to invest public funds.
- (11) Chief administrative officers of any political subdivision.
- (12) Chief and assistant county building inspectors.
- (13) Any county or municipal administrator with power to grant or deny land development permits.

The School Board Governance Improvement Act of 2012

- The purpose of this Act is to enhance the effectiveness of public school governance by Alabama school boards.
 - Board members should function collectively, not individually, to govern a local school system that promotes student learning and prepares students for college and careers.
 - Board members have the duty to act in the best interests of the local school system as a whole, without self-interest.
- An individual board member must meet minimum qualifications to serve, comply with a code of conduct, and participate in orientation and ongoing training.
- This Act requires an official affirmation by the board member upon taking office that:
 - The actions and decisions made as a school board member will be based on the needs and interests of the students and the school system.
 - No decision or action will be made to serve or promote the personal, political, or financial interests of the school board member.
 - Each decision or action will be based on the interests of the school system as a whole.
 - The views of all school board members and the local superintendent will be considered before making a decision or taking action on any matter before the board.
 - Formal actions will be taken after recommendation and consultation with the local superintendent and that board members may not individually or jointly attempt to direct or corrupt school operations, or obstruct the local superintendent's duties.
 - The board member will promote public support for the school system and endorse programs to improve the quality of public education for all students.
 - The board member will attend scheduled meetings and participate in training programs and school functions.
- This Act establishes new duties for school board members:
 - Work with the local superintendent to establish a vision for the school system by adopting goals that address student needs, advance student performance, and review data to monitor implementation of policies and programs.
 - Adopt policies and programs to meet the adopted goals and respond to system needs recommended by the local superintendent.
 - Address personnel recommendations submitted by the local school superintendent in a timely manner and take personnel actions based on student needs and system finances without regard to personal preferences or political interests.
 - Approve operating budgets aligned with the adopted goals as recommended by the local superintendent.
 - Advocate for the needs, resources, and interests of students and allow the local superintendent to address constituent issues.

- The State Superintendent will develop continuing education and training programs for school board members to provide each school board member with an understanding of the role of the school board member in assuring the effective provision of educational services.
- The State Board of Education will adopt a model code of conduct for local school board members by December 31, 2012. Each school board will adopt a code of conduct for the local school board that includes the adopted model code of conduct before April 1, 2013.
- The State Superintendent will develop and issue regulations to implement this Act including regulations needed to impose sanctions against a school board member for failure to meet training and attendance requirements, neglect of duty, or willful misconduct:
 - Formal censure or reprimand by the local board.
 - After investigation of serious and substantial allegations of misconduct by a local school board member or members, the State Superintendent may recommend the State Board of Education approve sanctions including:
 - Formal censure or reprimand by the State Board of Education.
 - Disqualification from future school board service by the school board member.
- The Act amends current laws for city and county school board members to require a school board member to vacate office when the school board member moves from the school district the school board member represents.
- Eligibility for election or appointment to a school board now requires:
 - The person is of good moral character.
 - Has a high school diploma or equivalent.
 - Is not employed by the same school board.
 - Is not serving on the board of a private school or college.
 - Is not a registered sex offender.
 - Is not a convicted felon.

STATE BOARD OF EDUCATION
STATE DEPARTMENT OF EDUCATION

CHAPTER 290-1-5
LOCAL SCHOOL BOARD GOVERNANCE

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290-1-5-.01-.01ER Purpose of Local School Board Governance Rule. Regulations of the State Board of Education are required by the School Board Governance Improvement Act of 2012 enacted as Act No. 2012-221.

(1) School Board Governance Improvement Act of 2012. The purpose of this act is to enhance the effectiveness of public education governance in Alabama by:

(a) establishing training requirements, stewardship standards, and accountability measures that are designed to promote informed deliberations and decisions;

(b) providing minimum qualifications for serving as a member of a local board of education;

(c) providing a code of conduct for each member of a local board of education in order to better ensure that any decision or action of a local board of education is based on the interests of students or the school system;

(d) fostering the development and implementation of organizational practices that promote broad support of the public schools.

Author: Warren Craig Pouncey.
Statutory Authority: Ala. Code §16-3-11 (1975).
History:

290-1-5-.02-.01ER Principles of Educational Governance.

(1) In addition to all other requirements imposed by law, before exercising any authority or performing any duties as a member of a local board of education, each elected or appointed member shall be required to affirm:

(a) That each decision, action, and vote taken or made as a member of a local board of education shall be based solely on the needs and interests of students or the system.

(b) That no decision, action, or vote shall be taken or made to serve or promote the personal, political, or pecuniary interests of the member.

(c) That each decision, action, and vote shall be based on the interests of the school system as a whole.

(d) That the views of all members of the local board of education and of the local superintendent of education shall be considered before making a decision or taking an action on any measure or proposal before the local board of education.

(e) That, except to the extent otherwise provided by law, each member of a local board of education shall take formal action upon the written recommendation of and in consultation with the local superintendent of education, and may not individually or jointly attempt to direct or corrupt the operations of the school system in a manner that is inconsistent with the discharge of the statutory functions and responsibilities of the local superintendent of education.

(f) That each member of a local board of education shall actively promote public support for the school system and a sound statewide system of public education, and shall endorse ideas, initiatives, and programs that are designed to improve the quality of public education for all students.

(g) That each member of a local board of education shall attend scheduled meetings and actively participate in school system functions, activities, and training programs that promote quality boardsmanship unless good cause is shown.

(2) The State Superintendent shall prepare the form containing the required affirmation statements in Rule No. 290-1-5-.02(1) that each elected or appointed member of a local board of education must sign before assuming each term of office. Each signed affirmation shall be recorded in the minutes of the board by the secretary of the local board of education.

(3) The State Superintendent shall, in cooperation with the Alabama Association of School Boards, develop continuing education and training programs for the members of the local boards of education. The continuing education and training programs shall be designed to meet the goal of comprehensive board member proficiency in governance standards that focus on student and school performance standards, the roles and responsibilities of board members and the local superintendent of education, and the delineation of each board member's role as a public official holding public trust.

Author: Warren Craig Pouncey.
Statutory Authority: Ala. Code §16-3-11 (1975).
History: .

290-1-5-.03-.01ER Code of Conduct.

(1) The State Board of Education shall adopt a model code of conduct for members of local boards of education before January 1, 2013. The model code of conduct shall be designed to better ensure that any decision or action by a local board of education is based on the best interests of the students and local school system, without self-interest. The State Board of Education may periodically adopt revisions to the model code of conduct as it deems necessary.

(2) Before April 1, 2013, each local board of education shall adopt a code of conduct that includes, at a minimum, the model code of conduct adopted by the State Board of Education.

(3) Within three months after adoption of any revisions to the model code of conduct by the State Board of Education, each local board of education shall incorporate the revisions into its code of conduct.

Author: Warren Craig Pouncey.
Statutory Authority: Ala. Code §16-3-11 (1975).
History:

290-1-5-.04-.01ER Sanctioning Members of Local Board of Education. A member of a local board of education who fails to comply with the code of conduct adopted by the local board of education or other statutory requirements, under circumstances that constitute neglect of duty or willful misconduct, may be subject to one or more of the following actions:

(1) A member of the local school board may be subject to an action of formal censure or reprimand by the vote of a majority of the members of the local board of education.

(a) Before the vote of formal censure or reprimand, the local board of education must first, by vote of a majority of the whole board, provide a minimum of 30 days advance written notice of the proposed action to the member. The notice of proposed action shall be provided to the member by the secretary of the local board of education, shall specify the reasons for the proposed action, and shall state that the member may respond orally or in writing to the notice before the vote of formal censure or reprimand.

(2) A member of the local school board may be subject to one or more of the following actions by majority vote of the State Board of Education upon the recommendation of the State Superintendent:

(a) A formal censure or reprimand of the board member.

(b) Disqualification from eligibility for future appointment, reappointment, or election to any local board of education in the state, if the board member fails to meet required training and attendance requirements.

(c) Disqualification from eligibility for future appointment, reappointment, or election to any local board of education in the state, if the State Superintendent determines that the conduct of board member constitutes neglect of duty or willful misconduct.

(3) Before recommending approval of sanctions by the State Board of Education, the State Superintendent or designee shall conduct investigations, reviews, and hearings as follows:

(a) The State Superintendent or designee may investigate serious and substantial allegations of neglect of duty, misconduct, or breach of duty on the part of any member or members of a local board of education upon a written complaint by a majority vote of the local board of education or the State Superintendent determines sufficient cause to conduct the investigation. As a result of the investigation, the State Superintendent may take any of the following actions:

1. Decline to pursue formal sanctions.
2. As a result of the investigation, issue a written notice to any board member or members whose conduct is in question.
 - (i) The notice shall specify the proposed imposition of any sanctions.
 - (ii) The notice shall identify the specific incidents or findings of neglect of duty, misconduct, or other breach of legal duty upon which each proposed sanction is based.
 - (iii) The notice must provide the board member a minimum of 30 days to show cause, in person or in writing, to object to the proposed sanction or determinations by the State Superintendent.
 - (iv) The board member may request a hearing before the State Superintendent or designee for the purpose of contesting any proposed sanction.

(4) The State Superintendent may propose or initiate a negotiated resolution of any action if the written agreement with the member of a local board of education is executed as a matter of public record.

(5) No sanction of a member of a local board of education may be imposed on the basis of the exercise of personal, political, or other rights of a board member that are protected by the United States Constitution or by any state or federal statute.

Author: Warren Craig Pouncey.
Statutory Authority: Ala. Code §16-3-11 (1975).
History:



Board of School Commissioners of Mobile County
Code of Conduct
Adopted March 25, 2013
Reaffirmed November 19, 2014

The Board of School Commissioners of Mobile County desires to operate with the highest standards of stewardship and principles of public service possible and to that end the board adopts the *Code of Conduct* to provide that members of this public governing board will:

I. CONDUCT OF INDIVIDUAL

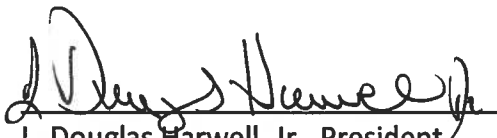
1. Attend and participate in formal and public hearings, regularly scheduled and called board meetings.
2. Read and prepare in advance to discuss issues to be considered on the board agenda.
3. Recognize that the authority of the board rests only with the board as a whole and not with individual board members.
4. Uphold and enforce applicable laws, rules and regulations of the local board and the State Board of Education, and court orders pertaining specifically to the school system.
5. Render all decisions based on available facts by exercising independent judgment instead of the opinion of individuals or special interest groups.
6. Work with other board members and the superintendent to establish effective policies to further the educational goals of the school system.
7. Make decisions on policy matters only after full consideration at public board meetings.
8. Comply with the requirements of the State Board Governance Act.
9. Communicate in a respectful, professional manner with and about fellow board members and the superintendent.
10. Take no action that will compromise the board or school system administration.
11. Refrain from using the position of school board member for personal or partisan gain or to benefit any person or entity over the interests of the school system.
12. Inform the superintendent and fellow board members of business relationships or personal relationships for any matter that will come before the board.
13. Abstain from voting on or seeking to influence personnel or other actions involving family members or close associates or private interests.
14. Communicate to the board and the superintendent public reaction to board policies and school programs.
15. Advocate for the needs, resources and interests of the public school students and the school system.
16. Safeguard the confidentiality of nonpublic information.
17. Show respect and courtesy for staff members.

II. CONDUCT OF INDIVIDUALS AT BOARD MEETINGS

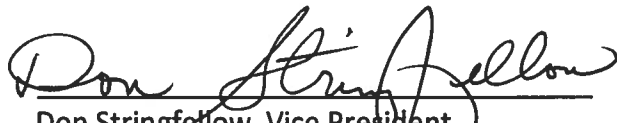
1. Work with other board members in a spirit of harmony and cooperation in spite of differences of opinion that may arise during the discussion and resolution of issues at board meetings.
2. Take actions that reflect that the first and foremost concern is for the educational welfare of all students attending system schools.
3. Make decisions in accordance with the interests of the school system as a whole based on system finances available to accomplish educational goals and comply with the School Fiscal Accountability Act.
4. Abide by and support all majority decisions of the board.
5. Act on personnel recommendations of the superintendent in a timely manner, particularly when there are financial implications in such matters.
6. Approve operating budgets and budget amendments that are aligned with system goals and objectives and are fiscally responsible.
7. Honor and protect the confidentiality of all discussions during executive sessions of the board.

III. CONDUCT OF THE BOARD AS A WHOLE

1. Recognize that the superintendent serves as the chief executive officer and secretary to the board and should be present at all meetings of the board except when his or her contract, salary or performance is under consideration.
2. Honor the superintendent's authority for the day-to-day administration of the school system.
3. In concert with the superintendent, regularly and systematically communicate board actions and decisions to students, staff and the community.
4. Review and evaluate the effectiveness of policies and programs to improve system performance.
5. Develop, in concert with the superintendent, the vision and goals for the school system to address student needs, advance student performance and monitor the implementation of policies and programs.
6. Provide opportunities for all members to express opinions prior to board action.



L. Douglas Harwell, Jr., President
District 1



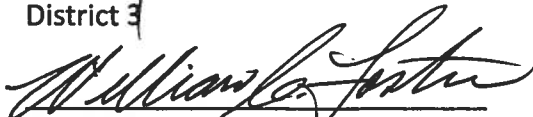
Don Stringfellow, Vice President
District 2



Reginald A. Crenshaw, Ph.D.
District 3



Robert E. Battles, Sr.
District 4



William C. Foster, Ed.D.
District 5



**CERTIFICATE OF
AFFIRMATION OF SCHOOL BOARD MEMBER
School Board Governance Act of 2012**

As required by the School Board Governance Improvement Act of 2012, I do hereby affirm all of the following principles of educational governance:

1. That each decision, action and vote I take or make as a member of the school board shall be based solely on the needs and interests of students or the system.
2. That I will take or make no decision, action or vote to serve or promote my personal, political, or pecuniary interests.
3. That each decision, action and vote I take or make shall be based on the educational interest of the school system as a whole.
4. That I will consider the views of all members of the board and the superintendent before making a decision or taking an action on any measure or proposal before the board.
5. That, except to the extent otherwise provided by law, I shall take formal action only upon the written recommendation of and in consultation with the superintendent, and that I may not individually or jointly attempt to direct or corrupt the operations of the school system in a manner inconsistent with the discharge of the statutory functions and responsibilities of the superintendent.
6. That I shall actively promote public support for the school system and a sound statewide system of public education, and shall endorse ideas, initiatives and programs that are designed to improve the quality of public education for all students.
7. That I shall attend scheduled meetings and actively participate in school system functions, activities and training programs that promote quality boardsmanship unless good cause is shown.

Affirmed on this 19th day of November, 2011

By: Robert E BATTLE Sr (Signature)

ROBERT E BATTLE SR (Print Name)

Mobile County Public Schools Board of Education

**CERTIFICATE OF
AFFIRMATION OF SCHOOL BOARD MEMBER**

As required by the School Board Governance Improvement Act of 2012, I do hereby affirm all of the following principles of educational governance:

1. That each decision, action and vote I take or make as a member of the school board shall be based solely on the needs and interests of students or the system.
2. That I will take or make no decision, action or vote to serve or promote my personal, political, or pecuniary interests.
3. That each decision, action and vote I take or make shall be based on the educational interests of the school system as a whole.
4. That I will consider the views of all members of the board and the superintendent before making a decision or taking an action on any measure or proposal before the board.
5. That, except to the extent otherwise provided by law, I shall take formal action only upon the written recommendation of and in consultation with the superintendent, and that I may not individually or jointly attempt to direct or corrupt the operations of the school system in a manner inconsistent with the discharge of the statutory functions and responsibilities of the superintendent.
6. That I shall actively promote public support for the school system and a sound statewide system of public education, and shall endorse ideas, initiatives and programs that are designed to improve the quality of public education for all students.
7. That I shall attend scheduled meetings and actively participate in school system functions, activities and training programs that promote quality boardsmanship unless good cause is shown.

Affirmed on this 24 day of November, 2012

By: [Signature] (Signature)
Reginald Crisshaw (Print Name)
Mobile County Board of Education

CERTIFICATE OF
AFFIRMATION OF SCHOOL BOARD MEMBER

As required by the School Board Governance Improvement Act of 2012, I do hereby affirm all of the following principles of educational governance:

1. That each decision, action and vote I take or make as a member of the school board shall be based solely on the needs and interests of students or the system.
2. That I will take or make no decision, action or vote to serve or promote my personal, political, or pecuniary interests.
3. That each decision, action and vote I take or make shall be based on the educational interests of the school system as a whole.
4. That I will consider the views of all members of the board and the superintendent before making a decision or taking an action on any measure or proposal before the board.
5. That, except to the extent otherwise provided by law, I shall take formal action only upon the written recommendation of and in consultation with the superintendent, and that I may not individually or jointly attempt to direct or corrupt the operations of the school system in a manner inconsistent with the discharge of the statutory functions and responsibilities of the superintendent.
6. That I shall actively promote public support for the school system and a sound statewide system of public education, and shall endorse ideas, initiatives and programs that are designed to improve the quality of public education for all students.
7. That I shall attend scheduled meetings and actively participate in school system functions, activities and training programs that promote quality boardmanship unless good cause is shown.

Affirmed on this 29th day of November, 2012

By: William C. Foster (Signature)

WILLIAM C. FOSTER (Print Name)

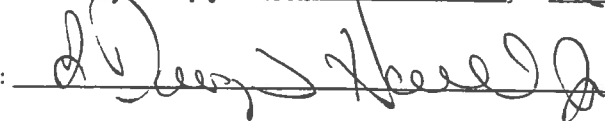
Mobile County Board of Education

CERTIFICATE OF
AFFIRMATION OF SCHOOL BOARD MEMBER

As required by the School Board Governance Improvement Act of 2012, I do hereby affirm all of the following principles of educational governance:

1. That each decision, action and vote I take or make as a member of the school board shall be based solely on the needs and interests of students or the system.
2. That I will take or make no decision, action or vote to serve or promote my personal, political, or pecuniary interests.
3. That each decision, action and vote I take or make shall be based on the educational interests of the school system as a whole.
4. That I will consider the views of all members of the board and the superintendent before making a decision or taking an action on any measure or proposal before the board.
5. That, except to the extent otherwise provided by law, I shall take formal action only upon the written recommendation of and in consultation with the superintendent, and that I may not individually or jointly attempt to direct or corrupt the operations of the school system in a manner inconsistent with the discharge of the statutory functions and responsibilities of the superintendent.
6. That I shall actively promote public support for the school system and a sound statewide system of public education, and shall endorse ideas, initiatives and programs that are designed to improve the quality of public education for all students.
7. That I shall attend scheduled meetings and actively participate in school system functions, activities and training programs that promote quality boardsmanship unless good cause is shown.

Affirmed on this 29th day of November, 2012

By:  (Signature)

L. Douglas Herwell Jr. (Print Name)

Mobile County Board of Education

CERTIFICATE OF
AFFIRMATION OF SCHOOL BOARD MEMBER

As required by the School Board Governance Improvement Act of 2012, I do hereby affirm all of the following principles of educational governance:

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Affirmed on this 29th day of November, 2012

By: Don Stringfellow (Signature)

DON STRINGFELLOW (Print Name)

Mobile County Board of Education

BOARD MEMBER AUTHORITY

Members of the board shall have authority only when acting as a board legally in session. The board shall not be bound in any way by any statement or action on the part of an individual member except when such statement or action is in pursuance of specific instruction of the board.

ETHICS

The board adopts the following statement of ethics to guide members:

- I. As a member of the Board of School Commissioners, representing all the citizens of my school district, I recognize the following:
 - A. My fellow citizens have entrusted me with the educational development of the children and youth of this community.
 - B. The public expects my first and greatest concern to be in the best interest of each and every one of these young people without distinction as to who they are or what their background may be.
 - C. The future welfare of this community, of this state, and of the nation depends in the largest measure upon the quality of education we provide in the public schools to fit the needs of every learner.
 - D. My fellow board members and I must take the initiative in helping all the people of this community to have all of the facts all of the time about their schools, to the end that they will readily provide the finest possible school program, school staff, and school facilities.
 - E. Legally the authority of the board is derived from the state, which ultimately controls the organization and operation of the school system and which determines the degree of discretionary power left with the board and the people of this community for the exercise of local autonomy.
 - F. I must neither neglect my personal obligation to the community and my legal obligation to the state, nor surrender these responsibilities to any other person, group, or organization; but that, beyond these, I have a moral and civic obligation to the nation which can remain strong and free only so long as public schools in the United States of America are kept free and strong.
- II. In view of the foregoing consideration, my constant endeavor shall be the following:
 - A. I shall devote time, thought, and study to the duties and responsibilities as a school board member so that I may render effective and creditable service.
 - B. I shall work with my fellow board members in a spirit of harmony and cooperation in spite of differences of opinion that arise during vigorous debate of points at issue.

- C. I shall base my personal decision upon all available facts in each situation; to vote my honest conviction in every case, unswayed by partisan bias of any kind; thereafter to abide by and to uphold the final majority decision of the board.
- D. I shall remember at all times that as an individual I have no legal authority outside the meetings of the board, and to conduct my relationships with the school staff, the local citizenry, and all media of communication on the basis of this fact.
- E. I shall resist every temptation and outside pressure to use my position as a school board member to benefit either myself or any other individual or agency apart from the total interest of the school system.
- F. I shall recognize that it is as important for the board to understand and evaluate the educational program of the schools as it is to plan for the business of school operation.
- G. I shall bear in mind under all circumstances that the primary function of the board is to establish the policies by which the schools are to be administered, but that the administration of the educational program and the conduct of school business shall be left to the employed superintendent of schools and his or her professional and nonprofessional staff.
- H. I shall welcome and encourage active cooperation by citizens, organizations and the media of communication in the district with respect to established policy on current school operation and proposed future developments.
- I. I shall support my state and national school boards associations.
- J. Finally, I shall strive step by step toward ideal conditions for most effective school board service to my community, in a spirit of teamwork and devotion to public education as the greatest instrument for the preservation and perpetuation of our representative democracy.

Section 36-25-14, cont.

- (14) Chief municipal clerks.
- (15) Chiefs of police.
- (16) Fire chiefs.
- (17) City and county school superintendents and school board members.
- (18) City and county school principals or administrators.
- (19) Purchasing or procurement agents having the authority to make any purchase.
- (20) Directors and assistant directors of state agencies.
- (21) Chief financial and accounting directors.
- (22) Chief grant coordinators.
- (23) Each employee of the Legislature or of agencies, including temporary committees and commissions established by the Legislature, other than those employed in maintenance, clerical, secretarial, or similar positions.
- (24) Each employee of the Judicial Branch of government, including active supernumerary district attorneys and judges, other than those employed in maintenance, clerical, secretarial or other similar positions.
- (25) Every full-time public employee serving as a supervisor.”
(Effective August 1, 2012, Act Number 2012-509)