



OPSBA BOARD OF DIRECTOR CODE OF CONDUCT POLICY

PURPOSE

The Ontario Public School Boards' Association represents English-language public district school boards and public school authorities across Ontario, which together serve more than 1.3 million public elementary and secondary students. OPSBA advocates on behalf of the best interests and needs of the public school system in Ontario. The Association is seen as the credible voice of public education in Ontario and is routinely called on by the provincial government for input and advice on legislation and the impact of government policy directions.

As a result of the *School Boards Collective Bargaining Act (2014)*, OPSBA is now the official bargaining agent for every English-language public district school board and every board established under section 68 of the *Education Act*. This means that OPSBA exercises the rights and privileges and performs the duties of an employer bargaining agent under the Act with respect to central bargaining.

OPSBA's mission is to promote and enhance public education by helping Member Boards fulfill their mandates, developing effective partnerships with other groups interested in public education and developing a strong and effective voice on behalf of public education in Ontario.

1. Member boards annually elect or appoint trustees as their representative(s) on OPSBA's Board of Directors in accordance with OPSBA's Constitution and By-Laws. The responsibility this collective body carries is honoured through determining and enforcing norms of acceptable behaviour.
2. A code of conduct policy contributes to confidence in public education and respect for the integrity of the organization and OPSBA Board of Directors. It deals with acceptable and respectful behaviours.

APPLICATION

3. This Code of Conduct and the Enforcement Procedures apply to all members of the OPSBA Board of Directors, including Alternates and the President of OPSBA. All references to Board of Director members in this Code of Conduct and Enforcement shall include and apply to an Alternate.

CODE OF CONDUCT

Integrity and Dignity of Office

4. OPSBA Board of Director members shall discharge their duties loyally, faithfully, impartially and in a manner that will inspire public confidence in the abilities and integrity of OPSBA.
5. OPSBA Board of Director members must uphold the dignity of the office and conduct themselves in a professional manner, especially when attending OPSBA events, or while on OPSBA property.
6. OPSBA Board of Director members shall ensure that their comments are issue-based and not personal, demeaning or disparaging with regard to OPSBA staff, advisors or fellow Board members.

7. OPSBA Board of Director members shall endeavour to participate in trustee development opportunities to enhance their ability to fulfill their obligations.

Avoidance of Personal Advantage and Conflict of Interest

8. No OPSBA Board of Director member shall accept a gift from any person or entity that has dealings with OPSBA if a reasonable person might conclude that the gift could influence the OPSBA Board of Director member when performing his or her duties to OPSBA.

9. An OPSBA Board of Director member shall not use his or her office to advance the OPSBA Board of Director member interests or the interests of any family member or person or organization with whom or with which the OPSBA Board of Director member is related or associated.

10. No OPSBA Board of Director member shall use his or her position to obtain employment with OPSBA for the OPSBA Board of Director member or a family member.

Compliance with Legislation, OPSBA's Constitution, By-laws, and Policies

11. An OPSBA Board of Director member shall discharge his or her duties in accordance with OPSBA's Constitution, By-Laws, Mission, Vision and Values, Committee Mandates and Policies, the *Education Act* and any regulations, directives or guidelines thereunder and comply with the *Municipal Freedom of Information and Protection of Privacy Act* or other privacy laws, and any other relevant legislation.

12. Every OPSBA Board of Director member shall uphold the letter and spirit of this Code of Conduct.

13. Every OPSBA Board of Director member shall respect and understand the roles and duties of an individual OPSBA Board of Director member, the Board as a whole, the President, Executive Council, Officers of OPSBA, and Executive Director of OPSBA.

Civil Behaviour

14. No OPSBA Board of Director member shall engage in conduct during meetings of the OPSBA Board of Directors, and at all other times that would discredit or compromise the integrity of OPSBA.

15. OPSBA Board of Director members shall not advance allegations of misconduct and/or a breach of this Code of Conduct that are trivial, frivolous, vexatious, made in bad faith or vindictive in nature against another OPSBA Board of Director member.

16. When expressing individual views, OPSBA Board of Director members shall respect the differing points of view of other OPSBA Board of Director members.

17. OPSBA Board of Director members shall at all times act with decorum and shall be respectful of other OPSBA Board of Director members and OPSBA staff.

18. All OPSBA Board of Director members shall endeavour to work with other OPSBA Board of Director members and OPSBA staff in a spirit of respect, openness, courtesy, and co-operation.

Respect for Confidentiality

- 19. Every OPSBA Board of Director member shall keep confidential any information disclosed or discussed at a meeting of the OPSBA Board of Directors, or part of a meeting of the OPSBA Board of Directors that occurred in private session unless required to divulge such information by law or authorized by the OPSBA Board of Directors to do so.
- 20. No OPSBA Board of Director member shall use confidential information for either personal gain or to the detriment of the OPSBA.
- 21. OPSBA Board of Director members shall not divulge confidential information, including personal information about an identifiable individual or information subject to solicitor-client privilege that an OPSBA Board of Director member becomes aware of because of his or her position, except when required by law or authorized by the OPSBA.

Upholding Decisions

- 22. All OPSBA Board of Director members shall accept that authority rests with the OPSBA Board of Directors, and that an OPSBA Board of Director member has no individual authority other than that delegated by the OPSBA Board of Directors.
- 23. Each OPSBA Board of Director member shall uphold the implementation of any OPSBA resolution after it is passed by the OPSBA Board of Directors. A proper motion for reconsideration or rescission, if permitted by the OPSBA Board of Directors' Rules of Order, can be brought by an OPSBA Board of Director member.
- 24. An OPSBA Board of Director member should be able to explain the rationale for a resolution passed by the OPSBA Board of Directors. An OPSBA Board of Director member may respectfully state his or her position on a resolution provided it does not in any way undermine the implementation of the resolution.
- 25. Each OPSBA Board of Director member shall comply with OPSBA policies, procedures, By-Laws, and Rules of Order.
- 26. The President of the OPSBA, or his or her delegate, is the spokesperson to the public on behalf of OPSBA, unless otherwise determined by the OPSBA Board of Directors. No other Board of Director member shall speak on behalf of the OPSBA Board of Directors unless expressly authorized by the President of OPSBA or the OPSBA Board of Directors to do so. When individual Board of Director Members express their opinions in public, they must make it clear that they are not speaking on behalf of the OPSBA.

ACKNOWLEDGEMENT AND UNDERTAKING

I confirm that I have read, understand and agree to abide by the OPSBA Board of Director’s Code of Conduct and the Enforcement Procedures.

DATE: ►

SIGNATURE: _____

Please Print Name: _____