

**BOARD MEMBER/SUPERINTENDENT
PROGRESSIVE RESPONSE PROTOCOLS**

School Board Members and the Superintendent shall strive to adhere to the governance policies of the Wrangell Public Schools regarding how to deal with disagreements of policy and governance applications, or infractions of said governance policies. If disagreements or failure to practice governance policies occur among Board members, the following protocols shall be employed:

1. **Board Member/Board Member Conflict:** Board members who fail to follow governance process policies, either during or outside of a Board meeting shall be addressed using the Progressive Response Protocols listed below:
 - a. Board member(s) with a concern about another Board member shall report the concern to the Board President privately.
 - b. The Board President shall meet with the offending Board member and remind them of their Code of Ethics to follow governing policies and protocols.
 - c. If this is ineffective, the Board President and one other Board member or arbitrator, chosen by the Board President, shall meet with the offending Board Member, remind them of their Code of Ethics to follow governing policies and protocols, and ask them to honor their commitment through appropriate action.
 - d. If this is ineffective, the Board President, in Executive Session, shall remind the offending Board member of their Code of Ethics to follow governing policies and protocols, and ask them to honor their commitment through appropriate action.
 - e. If this is ineffective, the Board President shall seek advice from the district's legal counsel and engage in informal censure of the offending Board member through interrupting ensuing infractions in Board meetings and making formal public statements both during the Board meeting and outside the Board meeting as needed, to distance the Board's position from the infracting Board member's position or statement.
 - f. In the event that the Board President fails to follow governance policies and processes, the Board Vice-president shall engage in the Progressive Response Protocols listed above in items a-e. If these steps are ineffective, the Board Vice-president may entertain a recall vote of the seated Board President. By a 3-vote majority, the seated President can be removed. The Board Vice-president shall assume the role of Board President and employ Progressive Response Protocols item e, if necessary.

 2. **Board Member/Superintendent Conflict:** Concerns regarding School Board Member/Superintendent communication or implementation of policy and procedures shall be addressed with the Superintendent through the Progressive Response Protocols listed below.
 - a. First meet individually with the Superintendent to address and resolve any concern.
 - b. If this is not successful, the Board member shall meet to discuss the issue with the Board President and Superintendent together.
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- c. If still not resolved, the Board member can require the issue to be added to the next Board agenda for discussion and action. Note that the Board meeting discussion should include only the information requested or the concern reported, and recommendations for actions on the part of the Board to resolve the issue.
- d. Finally, the Board should address concerns over Superintendent response or action only through a formal Superintendent evaluation.