

## **DRAFT POLICY** TRUSTEE CANDIDATES AND CONFLICT OF INTEREST

---

Trustees are charged with oversight of the school with a focus on directional strategy, fiscal oversight, and pursuit of WA's mission and vision.

New trustees are chosen by majority vote, with no less than all trustees voting.

Any trustee candidates to be considered shall assume a visible and measurable committee role (i.e. Chair) prior to any possible consideration/vote, for a period of no less than 90 days.

Due to possible conflicts of interest, trustee candidates shall not be sought from employed Windham Academy staff. Any trustee who seeks employment from the Windham Academy *after the fact*, **shall** either:

1. Resign their post as Trustee.
2. Abstain from all votes related to the budget, any spend directly impacting the trustee, the approval of any financial transactions, or any other duties and responsibilities deemed by a majority of the board to be in conflict of interest to the primary responsibilities of the trustee. By assuming this limited capacity, the Trustee shall never lead nor chair the board.

Trustees are required to disclose all known or perceived conflicts of interest in writing to the board on a yearly basis, or anytime a conflict of interest arises. All conflicts of interest shall be reviewed and acknowledged by the entirety of the board. The board reserves the right to place additional restrictions on, or vote for removal of the trustee.

If a trustee fails to comply with the above disclosure requirements, all rights and responsibilities of the trustee shall be suspended until further review by the board.