



Contact:

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TO: Stanwood-Camano Board of Directors

FROM: Christine Del Pozo, Executive Director of Human Resources

SUBJECT: First Reading, Board Policy 5525 Professional, Civic and Service Organization Memberships

DATE: February 6, 2024

TYPE: Action Required

This is the first reading of Personnel Policy 5525 Professional, Civic and Service Organization Memberships. Updates reflect changes recommended by Washington State School Directors Association. It is identified as an encouraged policy by the Washington State School Directors Association.

The policy will come before the Board for second reading on February 20, 2024. If you have any questions regarding this policy, please contact me.

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and is prepared for the future of their choice

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PROFESSIONAL, CIVIC AND SERVICE ORGANIZATION MEMBERSHIPS

Administrative sStaff are encouraged, ~~with superintendent authorization,~~ to be members of and participate in professional associations which ~~that~~ have as their purposes the upgrading of school administration personnel and the continued improvement of education in general.

Administrative staff are encouraged to be active participants in civic and service organizations in the community. The board of directors believes that the district will benefit from the participation of administrative staff in civic and service organizations in the community because of improved reciprocal understanding and communication between community leaders and district staff. This will lead to increased community support for the schools, school programs that are more responsive to the needs of the community and opportunities for cooperative support of school and community programs.

Membership fees, travel and meal costs attributable to an employee's participation in civic and service organizations may will be paid by the district, subject to the restrictions of this and other district policies.

The district recognizes that there will be indirect costs attributable to participation in civic and service organizations for employee time. The district encourages full participation in organizations for which it is paying costs, although no employee may act as an officer or take a leadership role in more than one organization for which the district is paying the membership costs. With prior written approval of the superintendent, the district will pay costs related to attendance at meetings related to membership in civic and service organizations covered by this policy, including conventions.

The superintendent will shall approve in writing all requests for district-paid memberships in civic and service organizations covered by this policy. Staff may be reimbursed for travel, meal or other appropriate expenditures related to district-paid membership in civic and service organizations pursuant to Policy 6213, Reimbursement for Travel Expenses.

Employees for whom the district pays any membership costs in civic and service organizations may not exert influence on other employees to provide financial contributions or other support to the civic or service organization. Neither may they use the civic or service organization as a forum for lobbying in support of or opposition to political or legislative actions, or the promotion of endeavors in which they may have a direct or indirect financial interest or may acquire a personal benefit or gain.

Adoption Date: 03.18.97
Stanwood-Camano School District
Revised: 02.19.02, 02.20.24