

with one (1) voice once a decision or policy is made.

2H **Statement of Ethics** *(Revised October 4, 2007)*

2H1 Standards of Practice--The members of the Board of Trustees shall comply with the legal and ethical requirements of the State of California. In fulfilling their roles as members of the Board, they shall: *(Added April 20, 1995)*

- Hold the educational welfare of the students of the District as their primary concern,
- Maintain confidentiality on District matters as appropriate,
- Base individual decisions on available facts, and uphold the final decisions of the Board,
- Take no action as a member of the Board for personal gain, and
- Conduct personal relationships with District staff and members of the community based on the fact that they have no legal authority outside the meetings of the Board.

2H2 Violations of Standards *(Added October 4, 2007)*

2H2A Charges by any person that a Board Member has violated laws and regulations governing Board behavior or the Board's Statement of Ethics will be directed to the Chancellor. The Chancellor shall deliver the charges to the Board President or Vice President for appropriate action.

2H2B Charges filed will be investigated in a manner that provides professional assessment and confidentiality.

2H2C If the alleged behavior violates Board Policy on ethical conduct the Board President or Vice President shall alert the Board Member in question regarding the violation of policy and seek corrective action.

2H2D If further action is deemed necessary, the Board President or Vice President may appoint an ad-hoc committee of the Board officers to examine the matter and recommend a course of action to the Board.

The Board may discuss the violation at the Board meeting and affirm its policy expectations, and/or the Board may move to censure the Trustee.

2H2E If alleged behavior violates laws governing Board behavior, the President or Vice President of the Board and Chancellor are authorized to consult with legal counsel and refer the matter to appropriate authorities as provided by law.

2I **Conflict of Interest Statement**--Each member of the Board of Trustees must file a conflict of interest statement as determined by law and the Board of Trustees'

Policy. Members of the Board should avoid any situation that may constitute a conflict of interest and should inform the Board when a matter under consideration might involve or appear to involve a conflict of interest.

2J **Benefits for Members of the Board of Trustees** *(Revised December 12, 2002)*

2J1 Members of the Board of Trustees and dependents are eligible for and shall receive the District comprehensive health, dental, and vision plans. Eligible members of the Board of Trustees shall be enrolled in a life insurance plan. The District's contribution for the health, dental, vision, and life insurance plans shall be determined annually by the Board of Trustees.

2J2 Members of the Board of Trustees and dependents are eligible for and shall receive the District comprehensive health plan and dental plan upon retirement from the Board of Trustees until age sixty-five (65) with the following provisions.

2J2A The retired member of the Board of Trustees must have reached age sixty (60).

2J2B The retiree must exceed twelve (12) years of service on the Kern Community College District Board.

2J2C The retired member of the Board of Trustees must have been first elected to a term of office that began prior to January 1, 1995.

2J2D The level of benefits and the District's contribution for the health and dental plans shall be the same as for active confidential and management employees.

2J3 For Board Members elected prior to July 1, 1991, health insurance, excluding dental will be provided Board retirees beyond age sixty-five (65) and dependents with the following provisions in addition to **Policies 2J2A** and **2J2B**.

2J3A The retiree [and eligible dependent(s), if dependent coverage is taken] must be eligible for Medicare Part A or purchase Medicare Part A as a condition of continuing with the District health plan.

2J3B At age sixty-five (65), the retiree [and eligible dependent(s), if dependent coverage is taken] must apply for and purchase Medicare Part B.

2J3C Medicare must provide primary coverage.

2J3D A surviving eligible dependent(s) of a Board retiree may continue the District health plan at his/her expense. Failure to make timely payments for two (2) consecutive months shall cause the right to continue coverage under this provision to