



%RDUG RI 7UXVWHHV 0HHWLQJ  
\$XJXVW  
(GPLQVWHU 6WXGHQW 8QLRQ %XLOGLQJ

&RQQHFW Y KDWRP QLF JRRP XRM E\ SKRQH :HELQDU ,'

0LVVLRQ VWBWRH, QWKR &ROOHJH PHHWV WKH GLYHUVH HGXFDWL  
DQG WKH QRUWKHUQ ,GDKR FRPPXQLWLHV LW VHUYHV WKURX  
HGXFDWLRQDO H[FHOHQFH FRPPXQLW\ HQJDJHPHQW DO

7KLV PHHWLQJ LV D EXVLQHVV PHHWLQJ RI WKH %RDUG 7UXVWHHV  
DJHQGD LWHPV IURP PHPEHUV RI WKH SXEOLF LQ SHUVRQ DW WKH  
\$ VLJQ XS VKHHW ZLOO EH SURYLGHG LQ WKH PHHWLQJ URRP ,QGL  
WKH PHHWLQJ PD\ ERDUG DOL FHDLO WR

\$(1'\$

S P /DNH &RHXU G\$OHQH 5RRP  
&RQYHQH &DOO WR 2UGHU 9HULILFDWLRQ RI 4XRUXP 'DYLQ :RO  
3OHGJH RI \$OOHJLDQFH 'DYLQ :RO  
3XEOLF &RPPHQW 'DYLQ :RO  
&HOHEUDWLQJ 6XFFHVV 'XDO &UHGLW ,H\$ 1HWZRUN RDV\LRHQLQ

&2167,78(15(32576

\$61, & 'DPLDQ 0D[ZH  
)DFXOW\ \$VVHPEO\ %HQ 7VFKL  
6WDII \$VVHPEO\ .HUL 6LPRQ  
6HQDWH 1HLO 'R\O

35(6,'(17)5(3257

1LFN 6ZD\Q

1, &)281'\$7,215(3257

'DYLQ :RO

&216(17\$\*(1'\$

\$FWLRQ IRU \$SSURYDO RI 0HHWLQJ ~~DQG XW~~ IRU -XQH

81),1,6+(%86,1(66

7DE \$ ií0DUF /\RQV  
'DYLQ :ROG  
1LFN 6ZD\QH



%2\$5' 2) 75867((6 0((7,1\*



7UXVWHH %DQGXFLL RIIHUG QR QDPH  
&KDLU :ROG RIIHUG WKH QDPH RI 1LFN 6ZD\QH

7UXVWHH 0F.HQJLH PDGH D PRWLRQ IRU WKH ERDUG WR VHOHFW  
DQROORZLQJ GLVFXVVLQJ IDLOHG ZLWK WKUHH RSSRVHG

7UXVWHH \*RHGGH PDGH D PRWLRQ IRU WKH ERDUG WR VHOHFW  
1RUWK ,GDKR &ROOHJH DQG DXWKRULJH WKH ERDUG FKDLU WR Z  
FRQWUDFW RI HPSOR\PHQW ZKLFK FRQWUDFW ZLOO QHHG WR EH  
PRWLRQ ZDV VHFRQGHHG 7UXVWHH 0F.HQJLH PDGH DQ DPHQGHG  
FRQWUDFW KHOG E\ WKH SULRU SUHVLGHQW ZLWK VDPH VDODU  
GLVFXVVLQJ 7UXVWHH 0F.HQJLH IXUWKHU DPHQGHG KLV PRWLRQ  
WHUP 7KH DPHQGPHQW ZDV VHFRQGHHG 7KH DPHQGHG PRWLRQ

7UXVWHH 0F.HQJLH PDGH DQ DPHQGHG PRWLRQ WKDW FRQWUDFW  
WKDW DOO WUXVWHHHDFRSLHG RUGHU WR XQGHUVWDQG QHJ  
VHFRQGHG IDLOHG ZLWK WKUHH RSSRVHG

7UXVWHH %DQGXFLL PDGH DQ DPHQGHG PRWLRQ WR GHOD\ WKH  
6ZD\QH\ V FROOHJH 7KH PRWLRQ ZDV VHFRQGHHG DQG IDLOHG ZL

7KH RULJLQDO PRWLRQ WR RIIHU WKH SRVLWLRQ WR 'U 1LFN 6Z  
\$W WKLW WLPH WKH ERDUG WRRN D UHFHV

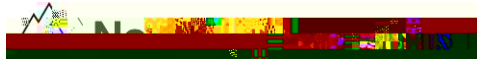
5HYLVH \$QQXDO &DOHQGDUV WR \$GG -XQHWHHQWK +ROLD\  
'U 6HEDDO\ DVNHG WKH ERDUG WR WDEOH WKLW LWHP XQWLO F  
DOO RI WKH IHGHUO KROLD\ DQG KRZ WKH FROOHJH UHFRJQ  
FRPSOHWH SDFNDJH IRU WKH ERDUG WR FRQVLGHU 7UXVWHH \*R  
ZDV VHFRQGHHG DQG FDUULHG XQDQLPRXVO\

&KDQJH \$WKOHWLF &RQIHUHQFH \$IILOLDWLRQ  
'U 6HEDDO\ DVNHG WKH ERDUG WR SURYLGH WKH FROOHJH GLUH  
&RQIHUHQFH DERXW FKDQJLQJ RXU FRQIHUHQFH DIILOLDWLRQ D  
ERDUG WKLW IDOO IRU FKDQJHV LQ FRQIHUHQFH DIILOLDWLRQ  
H[SUHVVHG KLV LQWHUHV LQ WKH FROOHJH FRQGXFWLQJ D VW  
WR WDNH D SROO RI WKH FRDFKHV DERXW WKHLU LQWHUHV LQ  
\$VVRFLDWLRQ FRQWDFWLQJ WKH 1RUWKZHVW \$WKOHWLF &RQH  
LQWHUHVWHG LQ FKDQJLQJ DIILOLDWLRQ DQG DGGLQJ DVVLVWD  
7UXVWHH %URVFKHW H[SUHVVHG KLV LQWHUHV LQ DQ DQDO\VL  
DIIHFW VWXGHQW HQUROOPHQW DQG UHWHQWLRQ WKH VKRUW  
SROOLQJ QRW RQO\ WKH FROOHJH WDWLQJ RQO\ WKH WLPH  
WKH FROOHJH\ V FRQIHUHQFH DIILOLDWLRQ

7UXVWHH 0F.HQJLH PDGH D PRWLRQ IRU WKH DGPLQLVWUDWLRQ  
WKH\ ZRXOG SUHIHU WKH FROOHJH DIILOLDWHV ZLWK DQG D VXP  
PRWLRQ ZDV VHFRQGHHG DQG FDUULHG XQDQLPRXVO\

7UXVWHH 0F.HQJLH PDGH D PRWLRQ IRU WKH DGPLQLVWUDWLRQ  
&RQIHUHQFH WKHLU ZLOOLQJQHVV WR UHOHDVH 1, & VSRUWV SU  
DVVRFLDWHG FRVWV DQG WLPOLQH 7KH PRWLRQ ZDV VHFRQGH





%2\$5' 2) 75867((6 0((7,1\*  
 (GPLQVWHU 6WXGHQW 8QLRQ %XLOGLQJ  
 -XO\  
 0,187(6

&\$// 72 25'(\$1' 9(5,)&\$7,21 2) 482580  
 &KDLU :ROG FDOOHG WKH PSHWLDQGWRPHRULHIG DWKDW D TXRUXP  
 7UXVWHH \*RHGGH PDGH D PRWLRQ WR JR LQWR H[HFXYDYH VHVV  
 WR FRQVLGHU KLULQJ D SXEOLF RIILFHU DQG F WR GHOLEHUD  
 UHDO SURSHUW\ 7KH PRWLRQ ZDV VHFRQGHG DQG UROO FDOO

7RGG %DQGXRDL\  
 3HWH %URVFKHW  
 -RKQ \*RHGGHD\H  
 \*UHJ 0F.HQJLH\  
 'DYLQ :ROG D\H

7KH PHHWLQJ ZDV UHSHFWVHG DW

&\$// 72 25'(\$1' 9(5,)&\$7,21 2) 482580  
 &KDLU :ROG UHFRQYHQHG WKH PHHWLQJ DW S P DQG YHULIL  
 QHWHOFRPHG DWWHQGHV DQG OHG WKHP LQ WKH 3OHGJH RI \$O

\$77(1'\$1&  
 7UXVWHH 7RGG %DQGXFLL  
 3HWH %URVFKHW  
 -RKQ \*RHGGH  
 \*UHJ 0F.HQJLH  
 'DYLQ :ROG

\$OVR SUHWHQHO 6HEDDO\ ,QWHULP 3UHVLGHQW  
 6DUDK \*DUFLD ,QWHULP 93 )LQDQFH DQG %XVLQHVV \$II  
 0DUF /\RQV \$WWRUQH\ IRU 1RUWK ,GDKR &ROOHJH

\$SSURYH 3UHVLGHQW\ &RQWUDFW  
 &ROOHJH \$WWRUQH\ 0DUF /\RQV UHYLHZHG HOHPHQWV RI WKH H  
 6ZD\QH

7UXVWHH \*RHGGH PDGH D PRWLRQ IRU WKH ERDUG WR DSSURYH  
 1LFN 6ZD\QH 7KH PRWLRQ ZDV VHFRQGHG HGRQQGDIGRORZLQJZD\VF

7UXVWHH :ROD\H  
 7UXVWHH \*RHGGH  
 7UXVWHH %URVFKHW  
 7UXVWHH %DQGXFLL  
 7UXVWHH 0F.HQJLH





Policy#2.01.10

Effective Date: 8/24/20

Rescinded: 12/16/20

Revised and Reinstated: 5/26/21

Revised: \_\_\_\_\_

personal relationships. Utilizing proper procedures and channels of communications and exercising respectful behaviors results in a more effective and efficient organization.

The Board expects its members to demonstrate ethical and businesslike conduct. This commitment includes proper use of authority and respect in group and individual behavior when acting as Board members.

Board members are expected to:

1. Devote time, thought, and study to the duties of a trustee in order to be effective and provide credible service.
2. Consider information received from all sources and base personal decisions upon all available facts while maintaining confidentiality of privileged information.
3. Work with fellow trustees in a spirit of harmony and co-operation in spite of differences of opinion.
4. Recognize that authority over the organization is only vested in the Board when it meets in legal session.
5. Maintain the integrity of the Board and the position of the trustee when communicating and interacting with outside individuals and agencies. This includes full disclosure to participants when attending meetings as an ordinary citizen.
6. Respect the majority decisions of the Board.
7. Work to support the interests of North Idaho College <sup>31</sup>, and the Board.
8. Demonstrate discretion when making public statements in person, online or in other forums, so as to minimize the impression that such statements reflect the opinion of NIC or the Board when they do not.
9. Maintain the highest standards of civility and respect accorded to public office through the absence of unwarranted criticism of fellow Board members, the Board, NIC administration or employees.
10. Deal appropriately with sensitive issues and respect the confidentiality of discussions that take place during executive sessions.
11. Represent everyone the College serves, not a particular interest group.
12. Declare any conflict of interest. A trustee will not participate in, vote on, or exert influence on, any decision in which the trustee has any interest.

The Board of Trustees recognizes that it has authority to act only as a unit and that individual Board members have no authority to act in College matters without approval of the Board.

The Board will enforce upon itself and its members effective practices to govern and discharge its duties effectively and efficiently. The Board and individual Board member self-discipline will apply at all times and to such matters including, but are not limited to ¶ V



4. Trustees should make no announcement of nor give any information about action taken by the Board until such action has been communicated by the Board Chairperson or President through regular official channels;
- 5.

In the event the College receives a complaint about a Trustee from a member of the public or from a College employee, the complaint shall be referred to the Board Chairperson or, if the complaint is against the Chairperson, to the Vice Chairperson. The Trustee that is the subject of the complaint shall be notified and given an opportunity to respond. The Board shall have the discretion to investigate the complaint, including the authority to engage an outside consultant to undertake the investigation. Any report from an outside consultant shall be disseminated to all Board members prior to any action being taken against the Board member. Meetings to hear complaints or to consider the conduct of a Board member shall initially take place in executive session. If the Board decides to take action (such as censure), such action may be a private admonishment or, if the Board decides the conduct justifies public admonishment, may announce censure (or other appropriate sanction) at an open meeting.

A Trustee violation of this policy will be subject to the following potential action as determined by the Board as a whole:

- x Loss of Board appointments to committees.
- x Loss of officer status (e.g. designation as Chair, Vice-Chair, Secretary Treasurer, etc.).
- x Private censure in executive session by other Board members.
- x Public censure by the Board (by motion or resolution in an open meeting)

Prior to such action, the Trustee will be entitled to a hearing before the Board in executive session to hear the charges and to allow the Trustee to respond. The decision of a majority of the Board is final.

The Board shall cause a record to be made of any such complaint proceedings and deposit such record in a confidential file maintained by the Secretary of the Board.

