

Board Policies

The Code of Ethics for Communities In Schools of Nevada

- *Serve students by surrounding them with a community of support.*
- *Empower students to stay in school and achieve in life.*
- *Have respect for the communities we work with and serve.*
- *Have integrity in our actions.*
- *Have responsibility for our decisions and their consequences.*

We are committed to:

- *Acting honestly, truthfully and with integrity in all our transactions and dealings;*
- *Avoiding conflicts of interest and appropriately handling actual or apparent conflicts of interest in our relationships when and if they do arise;*
- *Treating every individual with dignity and respect;*
- *Treating our employees with respect, fairness and good faith and providing conditions of employment that safeguard their rights and welfare; and*
- *Being responsible, transparent and accountable for all of our actions.*

Conflict of Interest

CIS of Nevada is committed to helping students stay in school and succeed in life.

CIS of Nevada recognizes that its board and employees have broad interests and participate in many community, charitable and business activities. The broader the individual's experience, the more valuable the board or staff member is to CIS of Nevada. From time to time, however, a board member or employee may be in conflict with CIS of Nevada's mission and organizational goals. Examples of this could include, but are not limited, to our audit/financial information, partnership decisions, and resource seeking. Situations also may arise where a board member or employee's business or personal interests may be affected by a CIS of Nevada partnership.

In all such cases, CIS of Nevada understands that the potential for conflict of interest needs to be recognized and disclosed and appropriate steps taken to prevent influence or favoritism by any board member or employee. Because of this, board members will complete a conflict of interest disclosure statement annually.

Giving and Fundraising Policy

CIS of Nevada requires board members to fulfil a giving/fundraising minimum. Board members have the following options to reach this minimum:

- Give \$10,000 over the course of the fiscal calendar;
- Raise \$10,000 through acquiring corporate sponsorships, introducing new donors, etc.
- A combination of the activities in the first two bullets.

Board members unable to meet the minimum commitment will develop individual giving plans appropriate to their financial situation, with the approval of the board chairperson.

Board Meeting Attendance

CIS of Nevada's board meets on a quarterly basis.

While CIS of Nevada would like to have as many people in person attend the meetings, CIS of Nevada also provides teleconference options for all board meetings.

Board members shall be permitted one absence of a regular Board meeting in one year. A member is to notify staff prior to the called meeting of his/her absence, and that absence will be recorded in the minutes of the meeting. CIS of Nevada shall maintain an attendance record for each meeting. If a member anticipates an extended absence, please make the Board aware of the circumstance so that the Board may plan for and manage the work assigned to that member. If there is an excess of absences in a twelve-month period, the Board and member shall evaluate Board participation. A decision to ask a member to resign from the Board must have the support and recommendation of the Board Chair.