

Alpine Academy

**Board Code of Ethics (Adopted in compliance with NRS  
281A, NAC 281A, and the Nevada Ethics in Government  
Manual 2010)**

Adopted by the Alpine Academy Board of Directors on September 18, 2025

# Alpine Academy

## Board Code of Ethics

*Adopted September 18, 2025*

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## Preamble

Public service is a public trust. Members of the Alpine Academy Board of Directors are entrusted with the responsibility to act in the best interest of the school's students, families, and community. This duty requires the highest standards of honesty, integrity, impartiality, and accountability.

Board service is not for personal gain, prestige, or influence. It is a commitment to advancing the mission of Alpine Academy: providing a rigorous, relevant, and relationship-based education to every student. Ethical decisions must always be weighed against this mission.

This Code is adopted in compliance with **Nevada Revised Statutes (NRS) 281A**, **Nevada Administrative Code (NAC) 281A**, and the **Nevada Commission on Ethics in Government Manual (2010)**.

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## Ethical Standards

### Duty of Loyalty

Board members shall place the interests of students and the school above all private or personal interests. Decisions shall be based solely on what best advances the mission, vision, and long-term success of Alpine Academy.

### Duty of Care

Board members shall prepare for and participate actively in meetings, review materials with diligence, and make informed decisions. Directors will engage in training as required by SPCSA and remain current on laws and policies affecting governance.

### Integrity and Honesty

Board members shall not make false statements, misrepresent facts, or mislead stakeholders. They shall model truthfulness in speech, transparency in action, and fairness in all dealings.

### **Respectful Conduct**

Board members shall treat fellow directors, staff, students, and the public with professionalism, civility, and respect. Disagreements will be addressed constructively, without personal attacks or disparagement.

### **Confidentiality**

Board members shall maintain the confidentiality of matters discussed in closed sessions, personnel issues, student information, and any records protected by law. Confidential information will not be disclosed or used for personal or political purposes.

### **Appropriate Use of Resources**

Board members shall not use school resources, property, funds, staff time, or confidential information for personal or political gain. All resources are held in trust for the benefit of students.

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## **Prohibited Conduct**

In alignment with **NRS 281A.400** and the **Nevada Ethics Manual (2010)**, Board members shall not:

1. Accept gifts, favors, or services intended to influence a vote or decision.
2. Use their position to secure unwarranted privileges, preferences, or advantages.
3. Contract with Alpine Academy for personal financial gain unless fully disclosed and legally permissible.
4. Use confidential information for personal benefit.
5. Suppress or alter information for pecuniary advantage.
6. Use Alpine Academy's name, funds, or staff for personal or political purposes.

7. Engage in self-dealing or allow personal commitments to override their duty.
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## Conflicts of Interest

A conflict of interest exists when a private interest, whether financial, personal, or relational, interferes with—or appears likely to interfere with—a Board member’s impartial decision-making.

- **Disclosure:** Conflicts must be publicly disclosed on the record when the matter is considered.
- **Abstention:** When a reasonable person would conclude that the member’s judgment could be compromised, the member shall abstain from discussion and voting.
- **Documentation:** The minutes shall reflect the disclosure and abstention.
- **Annual Filing:** Each Board member must complete a conflict of interest disclosure form annually and update it as needed.

Examples of conflicts include:

- Having a financial interest in a contract before the Board.
  - Employment or business ties with vendors, contractors, or partners of the school.
  - Family relationships with employees of the school or other Board members (as defined by NAC 386.345).
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## Public Engagement and Representation

Board members shall respect the distinction between governance and management. They shall not intervene in day-to-day operations, student or staff issues, or administrative decisions. Concerns raised by parents or community members shall be directed to the Executive Director through established channels.

When speaking in public, Board members must clarify whether they are expressing personal opinions or representing the position of the Board. Only the Chair (or designated spokesperson) may speak officially on behalf of the Board.

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## Compliance with Law and Policy

Board members shall comply with:

- **Nevada Open Meeting Law (NRS 241)**
  - **Charter school governance laws (NRS 386, NAC 386)**
  - **Nevada Commission on Ethics requirements (NRS 281A, NAC 281A)**
  - **The school's charter contract and SPCSA performance frameworks**
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## Whistleblower Protection and Reporting

Board members and school personnel are encouraged to report suspected violations of this Code of Ethics, conflicts of interest, or unethical conduct. Reports may be made to the Board Chair, Governance Committee, or directly to the **Nevada Commission on Ethics**. Retaliation against any individual who makes a report in good faith is strictly prohibited.

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## Enforcement and Consequences

Violations of this Code undermine the public trust. Alleged violations may be addressed by:

1. **Board Review:** The Board may investigate and deliberate on alleged violations, and may impose sanctions including censure or removal recommendation.
2. **Referral:** Serious matters may be referred to the **Nevada Commission on Ethics**, which has authority to investigate and impose penalties under NRS 281A.
3. **Transparency:** All actions taken in response to violations shall be documented in the minutes to maintain public accountability.

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## Annual Review and Acknowledgement

This Code of Ethics shall be reviewed by the Board of Directors annually at the **June Annual Meeting**, and reapproved by vote to ensure ongoing alignment with law, charter obligations, and best practices.

In addition, every Board member shall annually sign an acknowledgement form affirming:

- Understanding of the standards of conduct;
- Commitment to disclosure and abstention when conflicts arise;
- Commitment to uphold the mission and integrity of Alpine Academy.

The Board Secretary shall maintain all signed acknowledgements as part of the Board's official records.

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## Certification

This Board Code of Ethics was adopted by resolution of the Alpine Academy Board of Directors on September 18, 2025.

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Board Chair (Signature)

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Date:

# Alpine Academy

## Board Code of Ethics – Annual Acknowledgement Form

As a duly appointed or elected member of the Alpine Academy Board of Directors, I acknowledge that:

1. I have received, read, and understand the **Alpine Academy Board Code of Ethics**.
2. I have reviewed **NRS 281A, NAC 281A**, and the **Nevada Ethics in Government Manual (2010)** and understand my obligations under Nevada law.
3. I commit to avoiding actual and perceived conflicts of interest, and to disclosing and abstaining from matters where my independence of judgment may reasonably be questioned.
4. I will comply with Nevada's Open Meeting Law, charter school governance laws, and Alpine Academy's charter contract.
5. I understand that public service is a public trust and that my duty is to act solely in the interest of Alpine Academy students, families, and community.
6. I understand that violations of the Code of Ethics may result in Board action, including censure or referral to the Nevada Commission on Ethics.

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### Acknowledgement

I affirm that I will uphold these standards of ethical conduct throughout my service on the Board of Directors.

Signature: \_\_\_\_\_

Name (Print): \_\_\_\_\_

Date: \_\_\_\_\_