

RELATIONS WITH NORTHERN WISCONSIN SCHOOL ASSOCIATION

Any person elected to serve as a representative of the Northern Wisconsin Schools Association (NWSA) or as a trustee of the Northern Wisconsin Schools Employee Benefit Trust (NWSEBT) or any other trust in which the school district participates shall be indemnified and held harmless against any loss or liability, including defense costs, associated with service as a representative or trustee unless such individual breached or failed to perform a duty and the breach or failure to perform constitutes any one of the following.

1. A willful failure to deal fairly with the NWSA, NWSEBT or its members in connection with a matter in which the representative or trustee has a material conflict of interest;
2. A violation of criminal law, unless the representative or trustee has reasonable cause to believe his/her conduct was lawful or no reasonable cause to believe his/her conduct was unlawful;
3. A transaction from which the representative or trustee derived an improper personal profit; or
4. Willful misconduct.

APPROVED: December 15, 1988