

RESOLUTION NO. 7269

A RESOLUTION OF THE CITY OF LAWRENCE, KANSAS, ADOPTING AN ETHICS POLICY FOR MEMBERS OF THE GOVERNING BODY, APPOINTED OFFICIALS, AND EMPLOYEES OF THE CITY OF LAWRENCE, KANSAS, AND REPEALING RESOLUTION NO. 5403.

WHEREAS, the Governing Body of the City of Lawrence, Kansas, recognizes that the proper working of a representative and democratic government requires that elected officials, appointed officials, and employees of the City be independent, impartial, and responsible to the citizens of Lawrence, that government decision and policy be made appropriately and in accordance with the law, that public office or employment not be used for personal gain, and that the public have confidence in the integrity of its government; and

WHEREAS, in order to accomplish those goals and to promote and to further ethical and professional conduct on the part of elected officials, appointed officials, and employees of the City, the Governing Body hereby adopts the following Ethics and Professional Conduct Policy.

NOW, THEREFORE, BE IT RESOLVED BY THE GOVERNING BODY OF THE CITY OF LAWRENCE, KANSAS:

SECTION 1. The Governing Body hereby adopts the following as its Ethics and Professional Conduct Policy:

City government exists to provide services to the public. Public acceptance of those services is based on public trust in elected officials, appointed officials, and City employees. Public trust is established through the effective operation of government and appropriate conduct by elected officials, appointed officials, and City employees. To that end, the City strives to foster an organizational culture based on honesty, integrity, professionalism, fairness, and accountability.

The City, through this policy, expects elected officials, appointed officials, and City employees to conduct the City's business fairly, impartially, ethically, and in full compliance with all applicable laws, ordinances, regulations, and policies. The City further expects that all elected officials, appointed officials, and City employees will comport themselves in such a fashion that their conduct will not create or foster questions regarding the City's honesty, integrity, impartiality, and reputation, or that will otherwise cause embarrassment to the City.

Accordingly, no elected official, appointed official, or City employee shall do any of the following:

- (1) Take any action in violation of the United States Constitution, the Kansas Constitution, federal law, federal regulations, state law, state regulations, local ordinance, local regulations, or City policy.
- (2) Give special consideration, treatment, or advantage to any person beyond that which is available to every other person.
- (3) Solicit, accept, or collect any fee, gift, or valuable thing from any person, organization, corporation, or other entity, which is involved directly or indirectly in doing business or seeking to do business with the City. Examples include, but are not limited to gifts of money, gift cards, meals, tickets (or payments for tickets) for banquets, sporting events, or entertainment events, other tangible items, sales discounts, or special sales.

- (a) The foregoing shall not include promotional items of *de minimis* value. Examples include, but are not limited to mugs, hats, t-shirts, pins, books, or other items that might be given to elected officials, appointed officials, or City employees by persons or other entities appearing before or being recognized by the City.
- (4) Use information obtained as an elected official, appointed official, or City employee to advance personal, financial, or other private interests.
- (5) Represent a third party or any entity appearing before any City board, commission, or body upon which the appointed official or City employee currently serves. Elected officials are prohibited from representing a third party or any entity appearing before **any** City board, commission, or body.
- (6) Selling, bartering, or trading with the City, acting as a contractor for the City, making any contract with the City, or acting on any matter for which the elected official, appointed official, or employee would have a conflict of interest in violation of the State's Conflict of Interest laws, codified as amended at K.S.A. 75-4301a, *et seq.*
 - (a) For City employees, the prohibition of acting as a contractor or entering into any contract with the City shall extend for a period of one year, commencing on the date of said employee's separation from the City.
- (7) Appropriating City-owned property for personal use.
- (8) Holding one's self out as acting in behalf of the City, without having such authority or when one is not actually acting within the scope of his or her office or employment.
- (9) Harassing or treating any person differently on the basis of race, sex, religion, color, national origin, age, ancestry, familial status, sexual orientation, disability, or gender identity.
- (10) Retaliating against any person reporting any alleged violation of this policy.

Any City employee determined to be in violation or to have acted in violation of this policy may be subject to discipline, including the possible termination of employment.

Any appointed official found to be in violation or to have acted in violation of this policy may be subject to removal from office.

Any elected official found to be in violation or to have acted in violation of this policy may be subject to censure by the Governing Body and may be subject to those remedies that may be available under State law, including but not limited to recall or ouster.

SECTION 2. Effective January 1, 2019, existing Resolution No. 5403 is hereby repealed in its entirety.

SECTION 3. After adoption by the Governing Body, this Resolution shall be in full force and effect commencing January 1, 2019.

ADOPTED by the Governing Body of the City of Lawrence, Kansas, this 6th day of November, 2018.

APPROVED:

Stuart Boley
Stuart Boley, Mayor

ATTEST:

Sherr Riedemann
Sherr Riedemann, City Clerk

APPROVED AS TO FORM:

Toni R. Wheeler
Toni R. Wheeler, City Attorney



Ethics Policy

–City Commission adopted policy by resolution on November 6, 2018

–Effective 1-1-2019

–*Is this the City's first Ethics Policy?*



City of Lawrence

Why Revise the Ethics Policy Now?

- Policies need to be reviewed and updated periodically
- Reminds us that these policies exist
- Promotes and maintains high standards of personal and professional conduct among all involved in City government

Rationale for Ethics Policies

- Public trust
- Fostering organizational culture based on honesty, integrity, fairness, accountability
- Impartial, fair, ethical conduct



City of Lawrence

Strategic Plan



Vision

*The City of Lawrence—
supporting an unmistakably
vibrant community with innovative,
equitable, transparent and
responsible local government.*

Mission

*We are committed to providing
excellent City services that
enhance the quality of life for
the Lawrence community.*

Organizational Values

- *Character*
- *Competence*
- *Courage*
- *Collaboration*
- *Commitment*

Priority Initiatives

*Inventory and evaluate the role of existing
advisory boards and commissions, identify
opportunities to consolidate or sunset as
appropriate, and adopt consistent operating
guidelines*

*Review City's practices for ongoing professional
development and align efforts to achieve
excellence around the Commission's priorities*

*Identify barriers to having high-speed fiber
throughout Lawrence and facilitate the
development of the necessary infrastructure by
the private sector*

*Review 9th Street plans and develop a proposal
to complete the road infrastructure and
determine ability to add creative and artistic
elements*

*Develop a City facility master plan and
comprehensive facility maintenance plan*

*Develop a plan to implement priority based
budgeting and enhance communication in the
annual budget process*

*Develop and communicate a long-term
financial strategy*

*Develop a master plan for Downtown
that includes needed and desirable assets,
infrastructure, and uses*

Ethics Policy Overview

- Who does it apply to?

Elected officials

Appointed officials

City employees

What is required?

(1) to comply with applicable laws & policies

(2) to not give special treatment or advantage to any person beyond what is available to others

What is required?

(3) to not solicit or accept fees, gifts, or other valuable things from persons / organizations doing or seeking to do business with the City

De minimus items ok (mugs, hats, pins, books)

Policy requirements

(4) To not use information obtained in City position to advance your personal, financial or private interests

(5) To not represent a third party appearing before a City board or commission upon which you serve



City of Lawrence

Policy requirements

(6) To not act as a vendor or contractor for the City on any matter that creates a conflict of interest

***For City employees, this prohibition extends for a period of 1 year after employment ends

Policy requirements

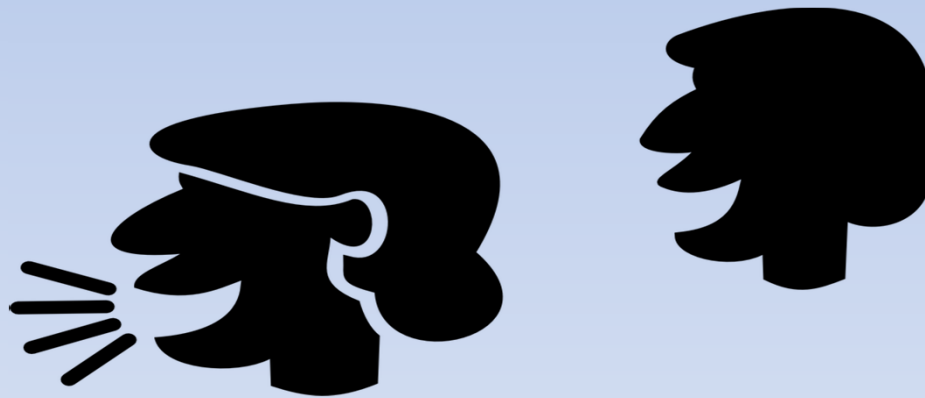
(7) To not take and make use of city property for personal use



City of Lawrence

Policy requirements

(8) To not hold one's self out as acting in behalf of the City without having such authority



Policy requirements

(9) To not violate the City's Statement of Individual Respect

(10) To not retaliate against anyone for reporting an alleged violation of the Ethics Policy



City of Lawrence

Consequences of Violating Ethics Policy

Employees – may be subject to discipline up to and including termination

Appointed officials – may be removed from the advisory board

Elected officials – may be subject to censure by the Governing Body and may be subject to other actions such as ouster or recall

Ethics Policy

Questions?



City of Lawrence

SUMMER FOOD PROGRAM

Lawrence Summer Food Program offers free meals to ALL youth between 1 – 18, years-old **June 3 through Aug. 2.** Sites will be closed July 4-5. Locations/times for meals are:

LUNCH ONLY

East Lawrence Recreation Center, 1245 E. 15th St.

June 3 - August 2 (excluding July 4-5)
Lunch only from Noon - 1 p.m.

South Park, 1141 Massachusetts St.

June 3 - August 2 (excluding July 4-5)
Lunch only from Noon - 1 p.m.

Broken Arrow Park, 2900 Louisiana St.

June 3 - August 2 (excluding July 4-5)
Lunch only from 11:30 a.m. - 12:30 p.m.

Lawrence Public Library, 707 Vermont St.

June 3 - August 2 (excluding July 4-5)
Lunch only from Noon - 1 p.m.

Holcom Park Recreation Center, 2700 W. 27th St.

June 3 - August 2 (excluding July 4-5)
Lunch only from 11:30 a.m. – 12:30 p.m.

BREAKFAST AND LUNCH

New York Elementary School

June 3 - July 26 (excluding July 4-5)
Breakfast from 8 a.m. - 9 a.m.
Lunch from 11:30 a.m. - 12:30 p.m.

Kennedy Elementary School

June 3 - July 26 (excluding July 4-5)
Breakfast from 8 a.m. - 9 a.m.
Lunch from 11:30 a.m. - 12:30 p.m.

Pinckney Elementary School

June 3 - July 26 (excluding July 4-5)
Breakfast from 8 a.m. - 9 a.m.
Lunch from 11:30 a.m. - 12:30 p.m.

Schwegler Elementary School

June 3 - July 26 (excluding July 4-5)
Breakfast from 8 a.m. - 9 a.m.
Lunch from 11:30 a.m. - 12:30 p.m.

Adults **must** accompany anyone under the age of 4. Adults may purchase breakfast for \$2.35 and/or lunch for \$3.90.

For more information, please contact the K-State Research & Extension of Douglas County at (785) 843-7058 or visit www.usd497.org.

In accordance with Federal civil rights law and U.S. Department of Agriculture (USDA) civil rights regulations and policies, the USDA, its Agencies, offices, and employees, and institutions participating in or administering USDA programs are prohibited from discriminating based on race, color, national origin, sex, disability, age, or reprisal or retaliation for prior civil rights activity in any program or activity constructed or funded by USDA.



Public Comment
Boley Handout
Item VII

Free	3,536
Reduced	823
Total	4,359
Days/Week	5
Meals/Week	21,795
Weeks/Program	8
Meals/Program	174,360
Meals Served 2018	48,995
Gap in numbers	125,365
Gap in percentage	256%

Public Comment
Boley Handout
Item VIII

Enrollment Information

	2014-2015 Actual	2015-2016 Actual	% inc/ dec	2016-2017 Actual	% inc/ dec	2017-2018 Actual	% inc/ dec	2018-2019 Budget	% inc/ dec
FTE Enrollment (excl. Virtual)*	10,123.0	10,261.3	1%	10,353.0	1%	10,690.0	3%	10,792.0	1%
Number of Students - Free Meals	3,404	3,539	4%	3,315	-6%	3,295	-1%	3,536	7%
Number of Students - Reduced Meals	883	863	-2%	903	5%	858	-5%	823	-4%

Figure 1: Enrollment Information, 2014-2015 to 2018-2019 Budget

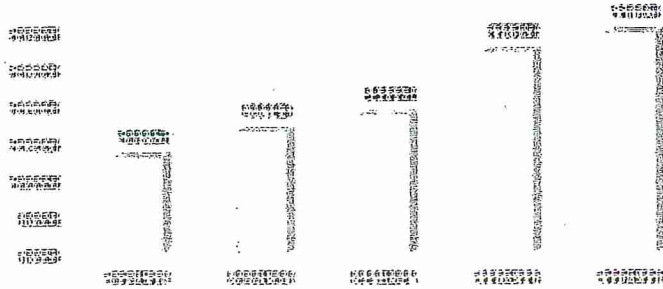
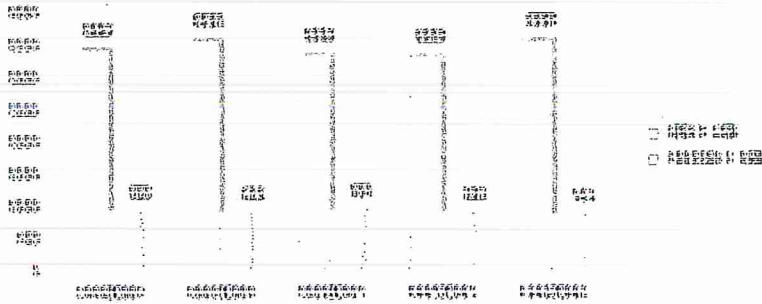


Figure 2: Enrollment Information, 2014-2015 to 2018-2019 Budget



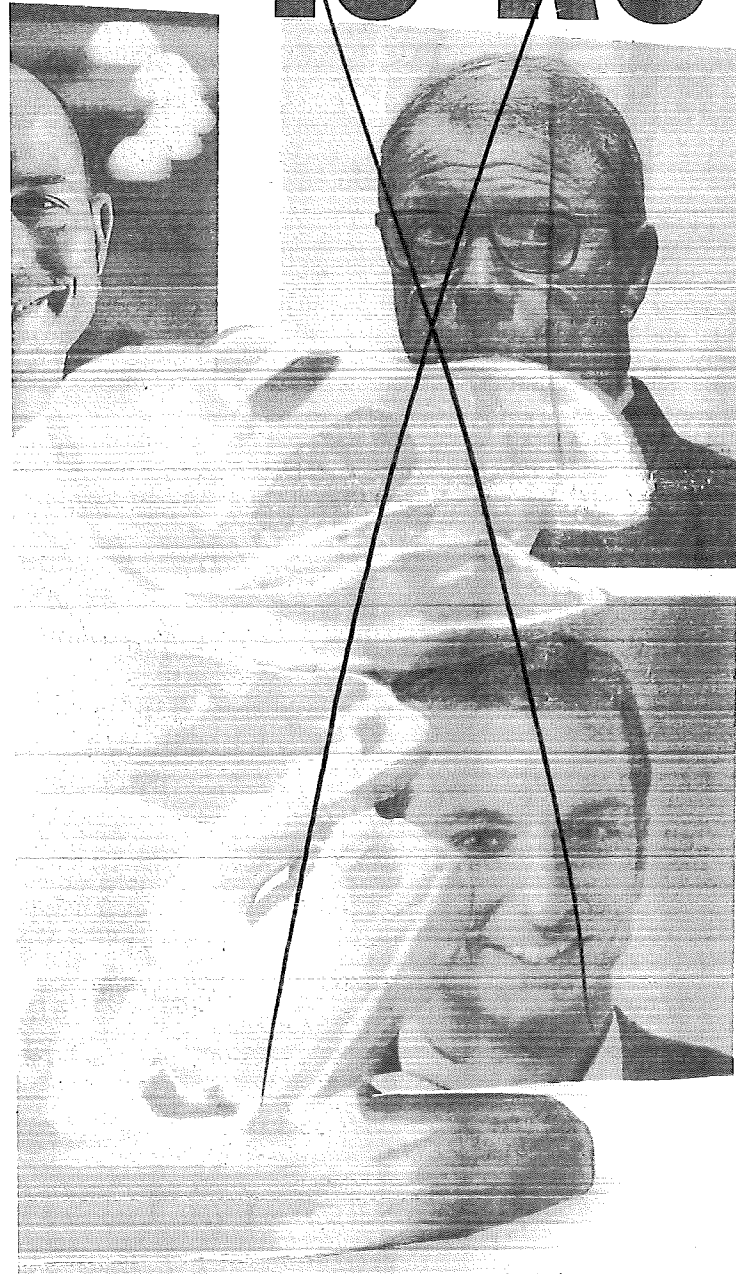
Enrollment information is based on the most recent data available. The data for the 2018-2019 budget is based on the most recent data available. The data for the 2017-2018 actual is based on the most recent data available. The data for the 2016-2017 actual is based on the most recent data available. The data for the 2015-2016 actual is based on the most recent data available. The data for the 2014-2015 actual is based on the most recent data available.

some privs say leadership isn't communicating well.

Boley
Handout
Item
VII

IS PARENT IS KU?

ljworld.com



Sylas May/Journal-World Photo Illustration

PROMINENT UNIVERSITY OF KANSAS FIGURES SUCH AS (CLOCKWISE FROM EJUEZ, CHANCELLOR DOUGLAS GIROD AND UNIVERSITY SPOKESMAN JOE

rough about the \$20 million budget cut the university is facing.

When we send things to

we only know so much," Lejuez said. "As we know (...)"

race disparities will factor into school district's strategic plan

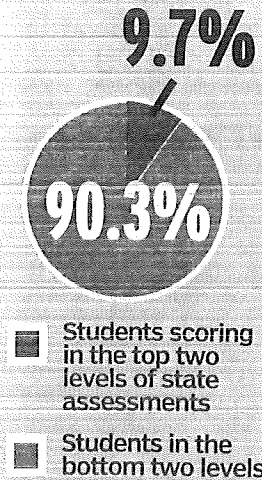
Sun March 31, 2014

By Mackenzie Clark
mclark@ljworld.com

2018 SCORES BY THE NUMBERS

The Lawrence school district's 2018 state assessment scores show stark gaps in performance between students who receive free or reduced-price lunches (an indicator of low socio-economic status) and their peers who do not.

Among eighth-grade students who receive free or reduced-price lunches, 9.7 percent performed in the top two levels of their state math assessments, while 90.3 percent performed in the bottom two levels.



Within racial groups, students who received free or reduced-price lunch performed more poorly than their self-paying peers. The chart below shows the percentage of third-grade students in each category who scored in the top two levels of their reading assessments.

If you're a Lawrence eighth-grader, your race and your family's income level could be closely correlated with your math scores on state assessments, state data shows.

State tests are scored on a scale of 1 to 4. One means a student doesn't meet grade-level expectations; 2 is grade-level proficient; 3 is above average; 4 is on track to college- and career-readiness.

In eighth-grade math scores, historically marginalized populations and students who qualify for free and reduced-price lunches because of their families' income levels show stark disparities next to their peers.

For instance, 96.4 percent of American Indian and Alaska Native students, and 90.3 percent of students with low socio-economic status, scored 1 or 2 in 2018, meaning less than 10 percent of those groups achieved better than average or exceptional scores. Comparatively, 54.5 percent of Asian students and 68.7 percent of white students scored 1 or 2.

The district hired Martha Greenway, of Atlanta-based Greenway Strategy Group, to lead it



Greenway

through its first strategic planning process. This objective data — sourced from the district's Kansas

LEJUEZ, CHANCELLOR DOUGLAS GIROD AND UNIVERSITY SPOKESMAN JOE enough about the \$20 million budget cut the university is facing.

When we send things to the chancellor and we get no response for 10 to 12 weeks, that's detached."

- Faculty Senate President Kirk McClure



McClure

criticisms, he defended Girod's and the administration's efforts to share information on the budget situation. He said much of the information Flores and McClure are requesting is not yet available.

"The reason we are explaining things as we go is because

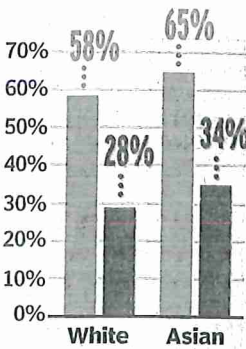
we only know so much," Lejuez said. "As we know (more), we will share more."

McClure said his frustration comes down to a lack of answers on several questions from Girod and Lejuez, but he said he believes Lejuez is "being as transparent as he can be." Girod, however, has not been readily available to discuss budget issues, McClure said.

McClure said he understands most of the budget-related responsibilities for the Lawrence campus belong to Lejuez. But he pointed to some requests he's made that would need to be decided by the chancellor, and he said he has only been able to meet with Girod about those a few times.

> **TRANSPARENT, 5A**

students in each category who scored in the top two levels of their reading assessments.



■ Students receiving free or reduced-price lunch
■ Self-paying students

Sylas May/Journal-World Graphic
Source: Kansas State Department of Education, Greenway Strategy Group via Lawrence Public Schools



Greenway

jective data — sourced from the district's Kansas

Report Card for 2017-2018 and broken down to focus on key concerns — was among what she shared with the school board at its Feb. 25 meeting.

Greenway explained that her group was able to disaggregate the data to look at each racial and ethnic subgroup broken down by socio-economic status. That allowed them to separate the effect of income from the effect of race on performance, she said.

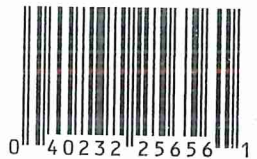
"When controlling for poverty and taking out students who are low socio-economic status

> **DISPARITIES, 8A**



Snow early | High: 14° | Low: 0° | Forecast, 8B

CLASSIFIED	5B-7B	EVENTS	8B	OPINION	11A	SPORTS	1B-5B
DEATHS	2A	HOROSCOPE	COMICS	PUZZLES	COMICS	TV LISTINGS	8B

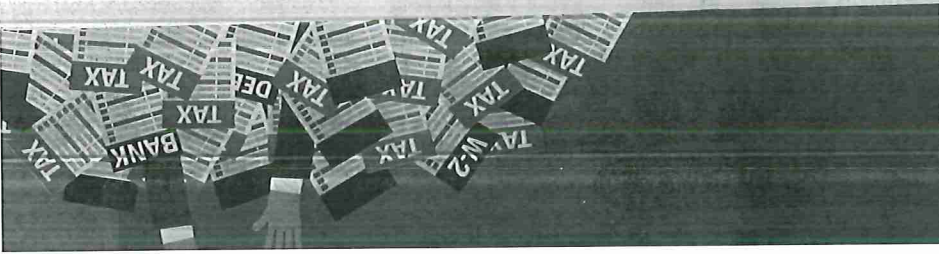


Johnson & Johnson, the world's biggest... medical oncologist taking care of patients... these people don't have a disease.

MIITax
MIITax is the tax service provided by Military Advocate Services. You can find one near you at the Taxpayer Advocate's website.
One, an organization that coordinates with the Department of Defense to provide free resources for veterans and their immediate family up to a year after retirement or separation from the military.
MIITax's online software allows eligible individuals to file their federal taxes and up to three state returns for free. It also provides tax consultants by phone to answer questions about deployment, multistate filing, combat pay and other pertinent issues.
It is available online at

Low-Income Taxpayer Clinics
Low Income Taxpayer Clinics provide education and resolve disputes for low-income individuals. These clinics are independent of the IRS. Each clinic decides if you meet income guidelines and other criteria before it agrees to represent you.
The LITCs can represent you before the IRS or in court for audits, appeals, tax collection and other tax matters.
The services are provided for free or for a nominal fee, according to the IRS Taxpayer Advocate Services. You can find one near you at the Taxpayer Advocate's website.

Tax Software
Tax preparation software programs typically have built-in or add-on services of their own to offer assistance. TurboTax, for one, offers TurboTax Live, which provides rapid access to CPAs, enrolled agents and tax attorneys to help answer questions and make sure taxes are done right.
The Volunteer Income Tax Assistance program offers free tax help to moderate and low-income individuals, and to people with disabilities or taxpayers with limited English skills who need extra assistance. To find a location near you, use the tool found through the IRS website or call 800-906-9887.
The Tax Counseling for the Elderly program focuses on taxpayers 60 or older. Like VITA, the



Tax Professional
If you want, talk to a paid tax professional. Various people can prepare your taxes, including certified public accountants, enrolled agents and attorneys. The IRS has an online directory to help you search for qualified professionals in your area.

in application fees, even though

SUNFLOWER BANK

the District of Kansas discusses her career in public service.
A KU alumna, Chief Judge Julie Robinson of the U.S. District Court for

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Disparities

CONTINUED FROM PAGE 1A

For your students, poverty is much more of a differentiator in English language arts than it is in math."

—Martha Greenway, of Atlanta-based Greenway Strategy Group

defined by free and reduced lunch ... white students, half of them are scoring at level 3 or 4; African-American students, only 28 percent of them are scoring at level 3 or 4," Greenway told the board. "So you have the influence of race here in the math data that is not explained by differences in poverty."

She said eighth-grade math performance is a predictor of high school dropout, because when students reach ninth grade, they're more likely to drop out if they fail a course.

"So if they're not prepared for math and they fail math, then they're more likely to drop out," she said. "So this is an important indicator to be attentive to, and we see that eighth-grade math does vary considerably by subgroups."

She also highlighted third-grade reading scores. The differences between socio-economic groups in those scores are particularly stark. White, multiracial and Asian third-graders who receive free and reduced lunches achieved scores of 3 or 4 at rates 30, 30 and 31 percentage points lower, respectively, than self-paying students of the same races.

"For your students, poverty is much more of a differentiator in English language arts than it is in math," Greenway told the

board. "Because of that, we don't see the same phenomenon of the lower-income white students performing higher than the non-free and reduced lunch African-American or Hispanic students, but that's largely because the gaps by income are so large across the board."

Still, racial gaps are highly evident in these scores. For example, 54.5 percent of Asian students scored at levels 3 and 4; just 26.1 percent of American Indian and Alaska Native students, and 32.6 percent of African-American students, hit those marks.

However, looking at the district as a whole, its students' ACT scores and Measures of Academic Progress (MAP) test scores are better than or on par with state and national averages.

Increasing the scores that indicate third-grade reading and eighth-grade math proficiency became two of the priority student outcomes in the strategic plan draft that Greenway presented to the board.

Graduation and beyond

The other three priority outcomes are to narrow achievement gaps between student groups, to increase high school completion and to advance

students' post-graduation success in college or career.

"When we compare Lawrence to other comparable school districts, we see that you're more toward the lower end of the scale than the middle of the scale on four-year cohort graduation rate," Greenway told the board.

She said that for comparison in four-year cohort graduation rates, her group selected a few districts within the state and several across the country that have similar demographics or are similar in size to Lawrence and are also the home of a major higher education institution.

Greenway's presentation includes a chart that shows the rates from largest to smallest, left to right, among comparable districts. De Soto and Blue Valley are at the far left with graduation percentages of 97.8 and 96.6 percent; Lawrence's 82.4 percent is toward the far right, followed by Garden City, 80.5 percent.

The four-year cohort graduation rate, Greenway noted, is particularly low among free and reduced lunch students at 71.2 percent.

Greenway also looked at the post-graduation success rate for the district. That's a measure taken two years after

students graduate from a district. She said students are "a positive" in that category if they've earned an industry-recognized certification while in high school, earned a postsecondary certificate or degree or if they're enrolled in postsecondary education in both the first and second year after high school graduation.

In that measure from the classes of 2012 to 2016, Lawrence's rate has been 57 percent on average, topping out at 58.5 percent for the class of 2015 before dropping to 55.5 percent for 2016.

"I will note that the choice of language of 'college or career' was intentional because it was very clear from the community input that a path that leads directly to a career needs to be considered as valued as a path that leads to college, and equal resources need to be provided for both paths," Greenway told the board, regarding the fifth priority outcome that will be part of the strategic plan.

Strategic themes and next steps

As the Journal-World reported, the five themes Greenway identified for the strategic plan are effective and committed employees; guaranteed and cohesive curriculum; student-centered learning; social/emotional support for students; and data-informed decisions.

In addition to this data, Greenway's group looked at feedback from surveys the district

has conducted or hired a third party to conduct, plus information and comments gathered in various forums and focus groups.

Also, board members have asked Greenway to make sure the themes clearly showed that each would be viewed through an equity lens.

Board Vice President Melissa Johnson emphasized "making sure we purposefully place that in the strategic initiatives, what equity work will do in each theme."

Superintendent Anthony Lewis will host a second community forum from 6:30 to 8 p.m. Monday, March 4 at Connect Church, 3351 W. 31st St., to talk about what works or doesn't work well within the plan's framework, what's missing and what ideas people have for the themes and the next step, strategic initiatives.

Lewis also gave a live update via the district's Facebook page, facebook.com/LawrencePublicSchools, on Friday afternoon, and that video is available online.



Johnson



Lewis