BOARD MEMBER/DIRECTOR REMOVAL OF OFFICE

Every Board of Director member must sign a Board Code of Conduct agreement annually. Failure to do so will result in non-acceptance of the board member to this Board.

Any board member or owner that identifies a breach of said agreement may submit in writing their complaint to the MSPOA Board Secretary.

In the event a complaint is received, the following procedures will apply:

First Offence

1. MSPOA Board Secretary will send this complaint to all Board Members, including the offending board member.
2. The board member will have an opportunity to respond and provide explanation and/or defense of the complaint.
3. Once reviewed, the board will meet and vote on whether the complaint is in violation of the Board Code of Conduct or not.
4. If it is deemed to be in contravention, the board member receiving the complaint will be notified in writing of such violation.

Second Offence

The same process for the first offence will be followed. In addition, the board member in violation will also be advised in writing that this constitutes a final warning, and should another offence occur, a vote for removal from office will take place.

Third and Final Offence

1. MSPOA Board Secretary will send this complaint to all Board Members, including the offending board member.
2. The board member will have an opportunity to respond and provide explanation and/or defense of the complaint.
3. Once reviewed, the board will meet and vote on whether the complaint is in violation of the Board Code of Conduct or not.
4. If it is deemed to be in contravention the board members will meet and vote on the removal of office for the board member in violation.
5. If the board votes to remove such board member, a motion must be made and approved.
6. Once motion is approved the board member in violation will be notified of their removal verbally and in writing

Note: Reference to Director or Board Member are interchangeable within these documents