

Morrow County School District

Code: **GBC**
1st Rdg 2-13-06

Staff Ethics

District employees will not engage in, or have a financial interest in, any activity that raises a reasonable question of conflict of interest with their duties and responsibilities as staff members. This means that:

1. Employees will not solicit for financial remuneration from students, parents or staff;
2. Any device, publication or any other item developed during the employee's paid time shall be district property;
3. Employees will not further personal gain through the use of confidential information gained in the course of or by reason of position or activities in any way.

No administrator or supervisor will exercise supervisory authority over a person who is a member of his/her family. Persons regularly employed by the district prior to the inception of such relationship will not have employment terminated but may be transferred to another building or placed under different supervision, in necessary, to eliminate potential conflict.

More than one member of an employee's family may be hired as a regular district employee. In accordance with Oregon law, however, the district may refuse to hire individuals, or may transfer current employees, in situations where an appointment would place one family member in a position of exercising supervisory, appointment or grievance adjustment authority over another member of the same family. Employees who are members of the same family may not be assigned to work in the same building except by the superintendent's approval.

The district may employ members of the family of the chief executive officer. If a member of the chief executive officer or district office administration is employed, any personnel issue not remedied by the principal will by-pass the superintendent and go directly to the board.

"Family" as used in this policy and as defined by law means the wife, husband, son, daughter, mother, father, brother, brother-in-law, sister, sister-in-law, son-in-law, daughter-in-law, mother-in-law, father-in-law, aunt, uncle, niece, nephew, stepparent or stepchild of the individual.

No district employee (full-time; part-time; or substitute) may serve as a Board or budget committee member in the district. A district or charter school substitute bus driver with an average daily membership or 50 or less may serve as a Board member.

END OF POLICY
