

RESOLUTION #26-01

A RESOLUTION OF THE UMATILLA SCHOOL DISTRICT #6R DEFINING CERTAIN BENEFITS AS INCLUDED IN OFFICIAL COMPENSATION

WHEREAS, Oregon Ethics Law (ORS 224.010 et seq) prohibits public officials, including elected and appointed officials and public employees from using their position for financial gain or to avoid financial loss, except for salary and official benefits; and

WHEREAS, a recent advisory opinion by the Oregon Government Ethics Commission concluded that certain District purchases may violate Oregon Ethics Law unless authorized as compensation by the Governing Body; and

WHEREAS, the School Board believes it is reasonable and respectful to provide a simple meal to Elected Officials and persons appointed to District Advisory Groups, Employees and Visitors; and

WHEREAS, providing such meals is a basic gesture of appreciation for their service to the community and ensures they can effectively fulfill their public duties; and

WHEREAS, the School Board also wants to clarify that certain benefits currently provided by the District to its Board members, appointed individuals, and employees are included in their official compensation;

NOW THEREFORE, BE IT RESOLVED, that:

Section 1. Even when not specifically defined by categorical name, all elected, appointed or volunteer members of the District shall fall under the umbrella term of "employee."

The following are benefits provided to Umatilla School Board employees; elected officials Jon Lorence and Lesly Claustro Sanguino and any elected board members elected at a future election; and people appointed to advisory boards, commissions and committees as part of their overall compensation package:

- Food and beverages provided during or immediately before or after work-related events such as public meetings of the School Board or advisory groups, team building activities, Board Work Sessions, staff training or retreats, and conferences.
- Food and non-alcoholic beverages provided to public officials or employees who are required to work through their lunch/dinner break. The provision of food and beverages must be reasonably required to complete District business. For example, a meeting that must extend over the lunch hour, takes place during the dinner hour or in the evening, takes place beyond traditionally scheduled work hours or work days, or can be expected to last more than three hours.
- Occasional discounts at certain retail stores (e.g., Columbia, Nike, Adidas, etc.).
- Savings or discounts offered by hotel providers, telecommunications carriers, and other service providers.
- Savings or discounts for services provided by the District's retirement planning provider.

- Savings or discounts for services provided by the District's medical or dental health insurance provider, payroll software provider, or employee assistance program.
- Rewards of loyalty programs (e.g., frequent flier miles, hotel rewards, credit card rewards or rebates).
- Combining personal and District travel by extending a trip by arriving early or staying later than required, provided that the District does not pay any additional costs, including higher lodging, airfare, or mileage costs for the personal portion of the trip.
- Travelling with others on a District business trip so long as the District does not pay any additional costs from the presence of additional people.
- Door or raffle prizes provided at business related events, District events or relating to employee programs, so long as the prizes do not exceed the gift limits in Oregon's Ethics Law.
- Food, snacks, beverages or meals offered in appreciation of District employees or provided at business-related events or functions. This includes holiday events, a District picnic, and recognition of special events such as Appreciation Weeks, etc.
- Meals provided to District employees who are assigned to work over their meal break at an offsite location or who are volunteering at District events
- Flowers given to mark important life moments, like when a baby is born, someone is very sick, or a family member has died.
- Other small and occasional gift items with the District or department logo, such as a coffee cup, water bottle, t-shirt, hat, sweatshirt or fleece.

Section 2. District elected and appointed officials and employees are responsible for any tax reporting and payment obligations related to these benefits, and are encouraged to consult with their own tax professional.

Section 3. This Resolution shall take effect upon passage.

Signed: 
Board Chair, Lesly Claustro-Sanguino

RESOLUTION #26-02

A RESOLUTION OF THE UMATILLA SCHOOL DISTRICT #6R DEFINING CERTAIN BENEFITS AS INCLUDED IN OFFICIAL COMPENSATION

WHEREAS, Oregon Ethics Law (ORS 224.010 et seq) prohibits public officials, including elected and appointed officials and public employees from using their position for financial gain or to avoid financial loss, except for salary and official benefits; and

WHEREAS, a recent advisory opinion by the Oregon Government Ethics Commission concluded that certain District purchases may violate Oregon Ethics Law unless authorized as compensation by the Governing Body; and

WHEREAS, the School Board believes it is reasonable and respectful to provide a simple meal to Elected Officials and persons appointed to District Advisory Groups, Employees and Visitors; and

WHEREAS, providing such meals is a basic gesture of appreciation for their service to the community and ensures they can effectively fulfill their public duties; and

WHEREAS, the School Board also wants to clarify that certain benefits currently provided by the District to its Board members, appointed individuals, and employees are included in their official compensation;

NOW THEREFORE, BE IT RESOLVED, that:

Section 1. Even when not specifically defined by categorical name, all elected, appointed or volunteer members of the District shall fall under the umbrella term of "employee."

The following are benefits provided to Umatilla School Board employees; elected official Travis Enyon as part of their overall compensation package:

- Food and beverages provided during or immediately before or after work-related events such as public meetings of the School Board or advisory groups, team building activities, Board Work Sessions, staff training or retreats, and conferences.
- Food and non-alcoholic beverages provided to public officials or employees who are required to work through their lunch/dinner break. The provision of food and beverages must be reasonably required to complete District business. For example, a meeting that must extend over the lunch hour, takes place during the dinner hour or in the evening, takes place beyond traditionally scheduled work hours or work days, or can be expected to last more than three hours.
- Occasional discounts at certain retail stores (e.g., Columbia, Nike, Adidas, etc.).
- Savings or discounts offered by hotel providers, telecommunications carriers, and other service providers.
- Savings or discounts for services provided by the District's retirement planning provider.
- Savings or discounts for services provided by the District's medical or dental health insurance provider, payroll software provider, or employee assistance program.

- Rewards of loyalty programs (e.g., frequent flier miles, hotel rewards, credit card rewards or rebates).
- Combining personal and District travel by extending a trip by arriving early or staying later than required, provided that the District does not pay any additional costs, including higher lodging, airfare, or mileage costs for the personal portion of the trip.
- Travelling with others on a District business trip so long as the District does not pay any additional costs from the presence of additional people.
- Door or raffle prizes provided at business related events, District events or relating to employee programs, so long as the prizes do not exceed the gift limits in Oregon's Ethics Law.
- Food, snacks, beverages or meals offered in appreciation of District employees or provided at business-related events or functions. This includes holiday events, a District picnic, and recognition of special events such as Appreciation Weeks, etc.
- Meals provided to District employees who are assigned to work over their meal break at an offsite location or who are volunteering at District events
- Flowers given to mark important life moments, like when a baby is born, someone is very sick, or a family member has died.
- Other small and occasional gift items with the District or department logo, such as a coffee cup, water bottle, t-shirt, hat, sweatshirt or fleece.

Section 2. District elected and appointed officials and employees are responsible for any tax reporting and payment obligations related to these benefits, and are encouraged to consult with their own tax professional.

Section 3. This Resolution shall take effect upon passage.

Signed: 
Board Chair, Lesly Claustro-Sanguino

RESOLUTION #26-03

A RESOLUTION OF THE UMATILLA SCHOOL DISTRICT #6R DEFINING CERTAIN BENEFITS AS INCLUDED IN OFFICIAL COMPENSATION

WHEREAS, Oregon Ethics Law (ORS 224.010 et seq) prohibits public officials, including elected and appointed officials and public employees from using their position for financial gain or to avoid financial loss, except for salary and official benefits; and

WHEREAS, a recent advisory opinion by the Oregon Government Ethics Commission concluded that certain District purchases may violate Oregon Ethics Law unless authorized as compensation by the Governing Body; and

WHEREAS, the School Board believes it is reasonable and respectful to provide a simple meal to Elected Officials and persons appointed to District Advisory Groups, Employees and Visitors; and

WHEREAS, providing such meals is a basic gesture of appreciation for their service to the community and ensures they can effectively fulfill their public duties; and

WHEREAS, the School Board also wants to clarify that certain benefits currently provided by the District to its Board members, appointed individuals, and employees are included in their official compensation;

NOW THEREFORE, BE IT RESOLVED, that:

Section 1. Even when not specifically defined by categorical name, all elected, appointed or volunteer members of the District shall fall under the umbrella term of "employee."

The following are benefits provided to Umatilla School Board employees; elected official Toby Cranston as part of their overall compensation package:

- Food and beverages provided during or immediately before or after work-related events such as public meetings of the School Board or advisory groups, team building activities, Board Work Sessions, staff training or retreats, and conferences.
- Food and non-alcoholic beverages provided to public officials or employees who are required to work through their lunch/dinner break. The provision of food and beverages must be reasonably required to complete District business. For example, a meeting that must extend over the lunch hour, takes place during the dinner hour or in the evening, takes place beyond traditionally scheduled work hours or work days, or can be expected to last more than three hours.
- Occasional discounts at certain retail stores (e.g., Columbia, Nike, Adidas, etc.).
- Savings or discounts offered by hotel providers, telecommunications carriers, and other service providers.
- Savings or discounts for services provided by the District's retirement planning provider.
- Savings or discounts for services provided by the District's medical or dental health insurance provider, payroll software provider, or employee assistance program.

- Rewards of loyalty programs (e.g., frequent flier miles, hotel rewards, credit card rewards or rebates).
- Combining personal and District travel by extending a trip by arriving early or staying later than required, provided that the District does not pay any additional costs, including higher lodging, airfare, or mileage costs for the personal portion of the trip.
- Travelling with others on a District business trip so long as the District does not pay any additional costs from the presence of additional people.
- Door or raffle prizes provided at business related events, District events or relating to employee programs, so long as the prizes do not exceed the gift limits in Oregon's Ethics Law.
- Food, snacks, beverages or meals offered in appreciation of District employees or provided at business-related events or functions. This includes holiday events, a District picnic, and recognition of special events such as Appreciation Weeks, etc.
- Meals provided to District employees who are assigned to work over their meal break at an offsite location or who are volunteering at District events
- Flowers given to mark important life moments, like when a baby is born, someone is very sick, or a family member has died.
- Other small and occasional gift items with the District or department logo, such as a coffee cup, water bottle, t-shirt, hat, sweatshirt or fleece.

Section 2. District elected and appointed officials and employees are responsible for any tax reporting and payment obligations related to these benefits, and are encouraged to consult with their own tax professional.

Section 3. This Resolution shall take effect upon passage.

Signed: 
Board Chair, Lesly Claustro-Sanguino

RESOLUTION #26-04

A RESOLUTION OF THE UMATILLA SCHOOL DISTRICT #6R DEFINING CERTAIN BENEFITS AS INCLUDED IN OFFICIAL COMPENSATION

WHEREAS, Oregon Ethics Law (ORS 224.010 et seq) prohibits public officials, including elected and appointed officials and public employees from using their position for financial gain or to avoid financial loss, except for salary and official benefits; and

WHEREAS, a recent advisory opinion by the Oregon Government Ethics Commission concluded that certain District purchases may violate Oregon Ethics Law unless authorized as compensation by the Governing Body; and

WHEREAS, the School Board believes it is reasonable and respectful to provide a simple meal to Elected Officials and persons appointed to District Advisory Groups, Employees and Visitors; and

WHEREAS, providing such meals is a basic gesture of appreciation for their service to the community and ensures they can effectively fulfill their public duties; and

WHEREAS, the School Board also wants to clarify that certain benefits currently provided by the District to its Board members, appointed individuals, and employees are included in their official compensation;

NOW THEREFORE, BE IT RESOLVED, that:

Section 1. Even when not specifically defined by categorical name, all elected, appointed or volunteer members of the District shall fall under the umbrella term of "employee."

The following are benefits provided to Umatilla School Board employees; elected official Steve Warr as part of their overall compensation package:

- Food and beverages provided during or immediately before or after work-related events such as public meetings of the School Board or advisory groups, team building activities, Board Work Sessions, staff training or retreats, and conferences.
- Food and non-alcoholic beverages provided to public officials or employees who are required to work through their lunch/dinner break. The provision of food and beverages must be reasonably required to complete District business. For example, a meeting that must extend over the lunch hour, takes place during the dinner hour or in the evening, takes place beyond traditionally scheduled work hours or work days, or can be expected to last more than three hours.
- Occasional discounts at certain retail stores (e.g., Columbia, Nike, Adidas, etc.).
- Savings or discounts offered by hotel providers, telecommunications carriers, and other service providers.
- Savings or discounts for services provided by the District's retirement planning provider.
- Savings or discounts for services provided by the District's medical or dental health insurance provider, payroll software provider, or employee assistance program.

- Rewards of loyalty programs (e.g., frequent flier miles, hotel rewards, credit card rewards or rebates).
- Combining personal and District travel by extending a trip by arriving early or staying later than required, provided that the District does not pay any additional costs, including higher lodging, airfare, or mileage costs for the personal portion of the trip.
- Travelling with others on a District business trip so long as the District does not pay any additional costs from the presence of additional people.
- Door or raffle prizes provided at business related events, District events or relating to employee programs, so long as the prizes do not exceed the gift limits in Oregon's Ethics Law.
- Food, snacks, beverages or meals offered in appreciation of District employees or provided at business-related events or functions. This includes holiday events, a District picnic, and recognition of special events such as Appreciation Weeks, etc.
- Meals provided to District employees who are assigned to work over their meal break at an offsite location or who are volunteering at District events
- Flowers given to mark important life moments, like when a baby is born, someone is very sick, or a family member has died.
- Other small and occasional gift items with the District or department logo, such as a coffee cup, water bottle, t-shirt, hat, sweatshirt or fleece.

Section 2. District elected and appointed officials and employees are responsible for any tax reporting and payment obligations related to these benefits, and are encouraged to consult with their own tax professional.

Section 3. This Resolution shall take effect upon passage.

Signed: 
Board Chair, Lesly Claustro-Sanguino

RESOLUTION #26-05

A RESOLUTION OF THE UMATILLA SCHOOL DISTRICT #6R DEFINING CERTAIN BENEFITS AS INCLUDED IN OFFICIAL COMPENSATION

WHEREAS, Oregon Ethics Law (ORS 224.010 et seq) prohibits public officials, including elected and appointed officials and public employees from using their position for financial gain or to avoid financial loss, except for salary and official benefits; and

WHEREAS, a recent advisory opinion by the Oregon Government Ethics Commission concluded that certain District purchases may violate Oregon Ethics Law unless authorized as compensation by the Governing Body; and

WHEREAS, the School Board believes it is reasonable and respectful to provide a simple meal to Elected Officials and persons appointed to District Advisory Groups, Employees and Visitors; and

WHEREAS, providing such meals is a basic gesture of appreciation for their service to the community and ensures they can effectively fulfill their public duties; and

WHEREAS, the School Board also wants to clarify that certain benefits currently provided by the District to its Board members, appointed individuals, and employees are included in their official compensation;

NOW THEREFORE, BE IT RESOLVED, that:

Section 1. Even when not specifically defined by categorical name, all elected, appointed or volunteer members of the District shall fall under the umbrella term of "employee."

The following are benefits provided to Umatilla School Board employees; elected official Josiah Barron as part of their overall compensation package:

- Food and beverages provided during or immediately before or after work-related events such as public meetings of the School Board or advisory groups, team building activities, Board Work Sessions, staff training or retreats, and conferences.
- Food and non-alcoholic beverages provided to public officials or employees who are required to work through their lunch/dinner break. The provision of food and beverages must be reasonably required to complete District business. For example, a meeting that must extend over the lunch hour, takes place during the dinner hour or in the evening, takes place beyond traditionally scheduled work hours or work days, or can be expected to last more than three hours.
- Occasional discounts at certain retail stores (e.g., Columbia, Nike, Adidas, etc.).
- Savings or discounts offered by hotel providers, telecommunications carriers, and other service providers.
- Savings or discounts for services provided by the District's retirement planning provider.
- Savings or discounts for services provided by the District's medical or dental health insurance provider, payroll software provider, or employee assistance program.

- Rewards of loyalty programs (e.g., frequent flier miles, hotel rewards, credit card rewards or rebates).
- Combining personal and District travel by extending a trip by arriving early or staying later than required, provided that the District does not pay any additional costs, including higher lodging, airfare, or mileage costs for the personal portion of the trip.
- Travelling with others on a District business trip so long as the District does not pay any additional costs from the presence of additional people.
- Door or raffle prizes provided at business related events, District events or relating to employee programs, so long as the prizes do not exceed the gift limits in Oregon's Ethics Law.
- Food, snacks, beverages or meals offered in appreciation of District employees or provided at business-related events or functions. This includes holiday events, a District picnic, and recognition of special events such as Appreciation Weeks, etc.
- Meals provided to District employees who are assigned to work over their meal break at an offsite location or who are volunteering at District events
- Flowers given to mark important life moments, like when a baby is born, someone is very sick, or a family member has died.
- Other small and occasional gift items with the District or department logo, such as a coffee cup, water bottle, t-shirt, hat, sweatshirt or fleece.

Section 2. District elected and appointed officials and employees are responsible for any tax reporting and payment obligations related to these benefits, and are encouraged to consult with their own tax professional.

Section 3. This Resolution shall take effect upon passage.

Signed: 
Board Chair, Lesly Claustro-Sanguino

RESOLUTION #26-06

A RESOLUTION OF THE UMATILLA SCHOOL DISTRICT #6R DEFINING CERTAIN BENEFITS AS INCLUDED IN OFFICIAL COMPENSATION

WHEREAS, Oregon Ethics Law (ORS 224.010 et seq) prohibits public officials, including elected and appointed officials and public employees from using their position for financial gain or to avoid financial loss, except for salary and official benefits; and

WHEREAS, a recent advisory opinion by the Oregon Government Ethics Commission concluded that certain District purchases may violate Oregon Ethics Law unless authorized as compensation by the Governing Body; and

WHEREAS, the School Board believes it is reasonable and respectful to provide a simple meal to Elected Officials and persons appointed to District Advisory Groups, Employees and Visitors; and

WHEREAS, providing such meals is a basic gesture of appreciation for their service to the community and ensures they can effectively fulfill their public duties; and

WHEREAS, the School Board also wants to clarify that certain benefits currently provided by the District to its Board members, appointed individuals, and employees are included in their official compensation;

NOW THEREFORE, BE IT RESOLVED, that:

Section 1. Even when not specifically defined by categorical name, all elected, appointed or volunteer members of the District shall fall under the umbrella term of "employee."

The following are benefits provided to Umatilla School Board employees; elected official Jorge Meza as part of their overall compensation package:

- Food and beverages provided during or immediately before or after work-related events such as public meetings of the School Board or advisory groups, team building activities, Board Work Sessions, staff training or retreats, and conferences.
- Food and non-alcoholic beverages provided to public officials or employees who are required to work through their lunch/dinner break. The provision of food and beverages must be reasonably required to complete District business. For example, a meeting that must extend over the lunch hour, takes place during the dinner hour or in the evening, takes place beyond traditionally scheduled work hours or work days, or can be expected to last more than three hours.
- Occasional discounts at certain retail stores (e.g., Columbia, Nike, Adidas, etc.).
- Savings or discounts offered by hotel providers, telecommunications carriers, and other service providers.
- Savings or discounts for services provided by the District's retirement planning provider.
- Savings or discounts for services provided by the District's medical or dental health insurance provider, payroll software provider, or employee assistance program.

- Rewards of loyalty programs (e.g., frequent flier miles, hotel rewards, credit card rewards or rebates).
- Combining personal and District travel by extending a trip by arriving early or staying later than required, provided that the District does not pay any additional costs, including higher lodging, airfare, or mileage costs for the personal portion of the trip.
- Travelling with others on a District business trip so long as the District does not pay any additional costs from the presence of additional people.
- Door or raffle prizes provided at business related events, District events or relating to employee programs, so long as the prizes do not exceed the gift limits in Oregon's Ethics Law.
- Food, snacks, beverages or meals offered in appreciation of District employees or provided at business-related events or functions. This includes holiday events, a District picnic, and recognition of special events such as Appreciation Weeks, etc.
- Meals provided to District employees who are assigned to work over their meal break at an offsite location or who are volunteering at District events
- Flowers given to mark important life moments, like when a baby is born, someone is very sick, or a family member has died.
- Other small and occasional gift items with the District or department logo, such as a coffee cup, water bottle, t-shirt, hat, sweatshirt or fleece.

Section 2. District elected and appointed officials and employees are responsible for any tax reporting and payment obligations related to these benefits, and are encouraged to consult with their own tax professional.

Section 3. This Resolution shall take effect upon passage.

Signed: 
Board Chair, Lesly Claustro-Sanguino