

## Board Member Ethics and Nepotism

In order to avoid potential and actual conflicts of interests, Board members will abide by the following rules when a Board member's relative ~~or member of the household~~ is seeking and/or holds a position with the district:

1. A Board member may not appoint, employ, promote, discharge, fire or demote or advocate for such an employment decision for a relative ~~or a member of the household~~, unless the Board member complies with the conflict of interest requirements of ORS Chapter 244;
2. This policy does not apply to decisions regarding unpaid volunteer positions unless it is a Board member position or another Board-related unpaid volunteer position (i.e., a Board committee position).
3. A Board member may not participate as a public official in any interview, discussion, or debate regarding the appointment, employment, promotion, discharge, firing, or demotion of a relative ~~or member of the household~~. A Board member may still serve as a reference or provide a recommendation.

For purposes of this policy, a ~~“member of the household”~~ means any person who resides with the Board member and “relative” means:

1. The Board member's spouse<sup>1</sup>, parent, step-parent, child, sibling, step-sibling, son-in-law or daughter-in-law;
2. ~~Any children of the Board member, or his/her spouse, or his/her domestic partner;~~  
**The spouse of the Board member's parents, step-parent, child, sibling, step-sibling, son-in-law or daughter-in-law.**
3. ~~Brothers, sisters, half brothers, half sisters, brothers in law, sisters in law, sons in law, daughters in law, mothers in law, fathers in law, aunts, uncles, nieces, nephews, stepparents, stepchildren, or parents of the Board member, or the parents of his/her spouse, or his/her domestic partner.~~

### Class Exception

It will not be a conflict of interest if the Board member's action would affect to the same degree a class including a Board member's relative ~~or household member~~. For example, if a Board member's spouse is a member of the collective bargaining unit,

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<sup>1</sup> The term spouse includes domestic partner.

the Board member may vote to approve the contract, as it will affect all members of that class to the same degree. However, if the collective bargaining unit is very small, the class exception may not apply. Similarly, if the contract contains special provisions that might apply only to particular persons, then the class exception may not apply. For example, if a board member's spouse is the only one in the bargaining unit that has a doctorate and there is a pay differential for employees with doctorates in the collective bargaining agreement, the Board member should not vote on the contract.

END OF POLICY

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Legal Reference(s);

ORS 244-010 – 244.400

~~ORS 332.016~~

ORS 659A.309

OAR 199-005-0005 to 199-020-0020

~~OAR 584-20-0040~~

OR Ethics Commission, OR Govt Ethics Law, A Guide for Public Officials (2008)