

Condon School District 25J

Code: **GBC**
Adopted: 7/1/85, 4/12/94
Readopted: 12/14/05; 11/12/08

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 and other 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 immediate family. Persons regularly employed by the district prior to the inception of such relationship will not be terminated but may be transferred to another building or placed under different supervision, if necessary, to eliminate potential conflict.

More than one member of an immediate 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 immediate family may not be assigned to work in the same building except by the superintendent's authorization.

No district employee may serve as a Board member in the district.

An employee will not perform any duties related to an outside job during his/her regular working hours or during the additional time that he/she needs to fulfill the position's responsibilities; nor will an employee use any district facilities, equipment or materials in performing outside work.

A great deal of judgement and discretion must be exercised by all district employees discussing internal school matters with those outside the school. Criticism of colleagues, school policies, student and parent relationships and discipline problems are some items a district employee cannot afford to divulge. Employees must adhere to professional ethics in discussing student or school problems both in and outside the schools.

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.

END OF POLICY

Legal Reference(s):

[ORS 244.010 to-244.400](#)

[ORS 260.005](#)

[ORS 294.311](#)

[ORS 294.336](#)

[ORS 332.016](#)

[ORS 659A.309](#)

[OAR 199-005-0005 to-199-020-0020](#)

[OAR 584-020-0040](#)

OR. ETHICS COMM'N, OR. GOV'T ETHICS LAW, A GUIDE FOR PUBLIC OFFICIALS (2008).

Cross Reference(s):

GCQA/GDQA - Non-School Employment