

Grants Pass School District 7

Code: **GBC**
Adopted: 6/14/88
Revised/Readopted: 2/24/04
Orig. Code(s): GBC/GBCA

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.

No employee will use or attempt to use his/her position to obtain financial gain or avoid financial detriment or financial gain or avoidance of financial detriment that would not otherwise be available but for the employee's position.

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 be terminated, but may be transferred to another building or placed under different supervision, if necessary or possible, to eliminate potential conflict.

No employee of the district may serve as a Board or budget committee member.

More than one member of an employee's family may be hired as a regular employee of the district. 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 member of a family 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 special permission of the superintendent.

"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.

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 responsibilities of the position; nor will an employee use any district facilities, equipment or materials in performing outside work.

Teachers' responsibilities include following the ethics of the profession as published and supported by the National Education Association and Oregon Education Association. This clause is here in order to include the current NEA- and OEA-adopted code of ethics as part of the regulations of the district.

END OF POLICY

Legal Reference(s):

ORS 244.010
ORS 244.020
ORS 244.040
ORS 244.120
ORS 244.130
ORS 244.350 - 244.380
ORS 294.311 (22)
ORS 294.336
ORS 332.016
ORS 659A.309

OAR 584-020-0040

Oregon Government Standards and Practices Laws, A Guide for Public Officials, Oregon Government Standards and Practices Commission (Dec. 1993).

Cross Reference(s):

GCQA/GDQA - Nonschool Employment
GCQAB - Private Tutoring for Pay