

# Grants Pass School District 7

Code: **GBC**  
Adopted: 6/14/88  
Readopted: 2/24/04; 5/12/15; 6/28/16  
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 for themselves, a relative or a member of their household 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.

An employee's relative or a member of their household 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 relative or a member of their household in a position of exercising supervisory, appointment or grievance adjustment authority over another relative or a member of their household. Employees who are relatives or members of the same household may not be assigned to work in the same building except by special permission of the superintendent.

"Relative" means the spouse<sup>1</sup>, parent, step-parent, child, sibling, step-sibling, son-in-law or daughter-in-law of the employee; or the parent, step-parent, child, sibling, step-sibling, son-in-law or daughter-in-law of the spouse of the employee. Relative also includes any individual for whom the public employee has a legal support obligation ("beneficiary") and either, (1) the beneficiary's employment provides benefits<sup>2</sup> to the District employee, or (2) the beneficiary receives any benefit from the District employee's public employment.

"Member of the household" means any person who resides with the employee.

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.

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

<sup>2</sup>Examples of benefits may include, but not be limited to, elements of an official compensation package including benefits such as insurance, tuition or retirement allotments.

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

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**Legal Reference(s):**

[ORS 244.010 to -244.400](#)  
[ORS 332.016](#)

[ORS 659A.309](#)

[OAR 199-005-0001 to -199-020-0020](#)  
[OAR 584-020-0040](#)

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