

# Phoenix-Talent School District 4

Code: **GBCA**  
Adopted: 2/4/82  
Readopted: 12/10/09

## Staff Conflict of Interest

Employees of the Board 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 members of the school staff.

The district will not employ any person who is a relative<sup>1</sup> of a Board member or the superintendent without a majority vote of the Board.

No administrator or supervisor shall exercise supervisory authority over a person who is a close relative without a majority vote of the Board.

If personal relationships of staff are deemed to create a potential conflict of interest in the efficient operation of the school, transfers or reassignments may be made.

Relatives of Board members regularly employed by the district prior to the Board member's election shall not be affected by this policy.

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

END OF POLICY

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### 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 199-005-0003 to-199-020-0020](#)  
[OAR 584-020-0040](#)

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

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<sup>1</sup>ORS 659.340 Member of an individual's family: 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, step-parent or step-child.