

Staff Ethics

WESD employees are allowed financial benefits as identified in ORS 244.040(2), such as their official compensation package, reimbursed expenses, limited honoraria and unsolicited awards for professional achievement. WESD employees are prohibited from using or attempting to use his/her WESD position to obtain a financial gain or to avoid a financial detriment for the WESD employee, a relative or member of the household of the employee, or any business with which the employee or a relative or member of the household of the employee is associated, if the opportunity for financial gain or avoidance of a financial detriment would not otherwise be available but for the employee's position with the WESD. Specifically, this means that:

1. Employees will not use WESD equipment for personal use, unless it is available to a significant segment of the general public. This includes, but is not limited to, the personal use of the WESD's:
 - a. Fax machine¹;
 - b. Phones to make long distance personal calls;
 - c. WESD vehicles;
 - d. Professional technology equipment (e.g., wood shop, automotive shop, CAD); and
 - e. Athletic facilities (e.g., pool or weight room).

Further, the WESD's supplies, facilities, equipment, employees, records or any other public resources are not to be used to engage in private business interests. For example, the WESD's computer cannot be used to sell products on an auction website during school hours.

2. When employees are traveling on official WESD business, any gift given because of this travel must be either declined or passed on to the WESD for use for future WESD travel. For example, if the hotel where the employee is staying gives the employee a free night's stay on a future visit, this must be declined or given back to the WESD for future WESD travel. The frequent flyer miles earned when traveling on official WESD business can only be used for WESD travel. If the employee's spouse is traveling with the employee, the employee is responsible for all additional charges (i.e., additional room charge).
3. Employees may not use personal credit cards for WESD travel or other WESD business and receive incentives such as cash reimbursements, frequent flyer miles and other benefits based upon the dollar amount of purchases made.
4. Employees may not use discounts offered by private companies for the employee's personal benefit if the discount is only offered because of the employee's official position, unless such discount has been authorized by the Oregon Government Ethics Commission. For example, an office supplies

¹The ESD could establish a fee schedule that would allow only ESD employees to pay for the personal use of the ESD fax machines. If the ESD established a fee schedule for the use of fax machines the fee schedule must be equal to or exceed the prevailing rates offered at commercial businesses.

store provides all teachers a 10 percent discount. Because the teachers are receiving this discount only because of their official position, a teacher cannot use the discount to purchase personal items. The teachers may use the discount to purchase items for WESD use. Employees can also accept the discount if it is also available to a substantial segment of the population who are not public officials.

5. Employees may accept free passes to WESD extracurricular events if they are attending these events in their official capacity (i.e., chaperoning, ticket sales or managing concession sales). In order to promote employee participation in extracurricular activities, the WESD may include free passes in employees' official compensation packages or employees may be reimbursed by the WESD for the cost of admission.
6. The employee's WESD position is not to be used to take official action that could have a financial impact on a private business with which you, a relative or member of your household are associated. For example, if your brother owns a pest-control business which is seeking a contract with the WESD, you must declare an actual conflict of interest in writing, describing the nature of your conflict, and provide this to your supervisor.
7. Confidential information gained as a WESD employee is not to be used to obtain a financial benefit for the employee, a relative or member of the public official's household or a business with which any are associated. For example, you should not use the information that a student in your class is falling behind in math to provide the parents a referral to your sister's tutoring business.
8. WESD employees who mentor student teachers may not receive direct payments from sponsoring colleges or universities. The payment may be provided by the college or university to the WESD, which can then distribute the compensation to the teachers as an element of their official compensation package.
9. WESD employees must follow Oregon Government Ethics Commission guidelines for outside employment if the employee acts as a chaperone for student group trips on personal time and the WESD employee accepts compensation in the form of travel expenses from a private business or organization. Specifically, WESD employees must conduct all activities related to the trip on personal time and cannot use the classroom or school environment to plan the off-campus trip. Employees may use WESD facilities for this purpose only if they comply with the WESD's public use of facilities policy. It is not an ethics violation to accept reasonable expenses for accompanying students on an education trip.

These restrictions do not apply if the teacher is chaperoning students on a fact-finding mission that is officially sanctioned by the Board. The definition of a fact-finding mission is, in part, any activity related to a cultural or educational purpose. *See* OAR 199-005-0020(4)(a). The WESD employee must be directly and immediately associated with the event or location being visited. If a WESD employee only acts as a chaperone and does not provide instruction or guidance for the students in language usage or cultural events, the trip may not meet the requirements of ORS 244.020(5)(b)(H)(I). Further, the employee can only accept the reimbursement of reasonable travel expenses from the private company, not any further compensation.

These restrictions do not apply if the WESD compensates the WESD employee for chaperoning the trip.