

# BANDON SCHOOL DISTRICT

Code: GBC  
Adopted: 8-13-90  
Revised/Readopted:  
6-12-01

## 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 or 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 family. Persons regularly employed by the district prior to the inception of such relationship will not have employment 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 employee's family may be hired as a regular district employee only by specific action of the board. 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 family may not be assigned to work in the same building except with the superintendent's recommendation, subject to Board approval.

Family, as used in this policy and 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.

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

END OF POLICY

---

### Legal Reference(s):

ORS 244.010	ORS 294.336
ORS 244.020	ORS 332.016
ORS 244.040	ORS 659.340
ORS 244.120	
ORS 244.130	OAR 584-020-0040
ORS 244.350-244-380	
ORS 294.311 (22)	