

Gervais School District 1

Code: **GBCA**
Adopted: 12/20/90
Revised/Readopted: 7/15/93, 04/08/99

Staff Conflict of Interest

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 school staff members. To avoid a conflict of interest:

- Employees will not participate for financial remuneration in outside activities for which their position on the staff is used to sell goods or services to pupils or their parents;
- Employees will not develop any device, publication or other item for outside activities during the employee's paid time. Any device, publication or other item developed during the work day shall become district property;
- Employees will not engage in any work where the source of information concerning customer, client or employer originates from information obtained through the school system;
- Employees will not engage in activities which may be construed as a conflict of interest using district computers, technology, or networking services. All use of district equipment must be for educational and instructional purposes. No personal business, such as making travel arrangements or purchasing items for personal use, may be conducted on district equipment during the employee's work day.

The Board directs that no employee be assigned to a position whereby the employee would be under the direct supervision of a relative.

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):

Policy GBC - Staff Ethics
Policy GCQA/GDQA - Non-School Employment
Policy GCQAB - Tutoring for Pay