



Board Policy – Conflict of Interest

Subject: Staff Conflict of Interest

Employees of Olympic Educational Service District 114 shall not engage in any activity that conflicts, or raises a reasonable question of conflict, with their responsibilities in the agency without prior awareness and the approval of the OESD Superintendent. More specifically, employees will not:

1. Use institutional privileges for private gain.
2. Solicit or receive compensation, other than that allowed by law for performance of his/her duties. This precludes, among other things, acceptance of any gratuities, gifts or favors that might impair or appear to impair professional judgment; and any personal dealings with any individual or entity with whom he/she, on behalf of the agency, has any direct or indirect contact for purposes of obtaining from such individual or entity, noncompetitive contracts, services, or materials.
3. Knowingly authorize or employ the authority or influence of his/her office to secure authorization of any public contact in which he/she, a member of his/her family, or any of his/her business associates has an interest.
4. Offer any favor, service, or thing of value to obtain special advantage.
5. Permit commercial exploitation of his/her professional position.
6. Engage in selling any of the following merchandise or services for personal profit to students or parents in the attendance area served by the schools in which they work: instructional supplies and equipment; reference books; educational tours.
7. Furnish lists of staff, students or parents to anyone selling such materials or services.

Employees will use time granted for leave, planning and workshops for the purpose for which it is intended.

Nepotism: No employee will be placed in any position wherein direct administrative or supervisory authority is exercised by a close relative or by any other relative residing in the same household. A close relative is defined as father, mother, sister, brother, spouse, son, daughter, or daughter-in-law, son-in-law, sister-in-law, brother-in-law, mother-in-law, or father-in-law.

No relative of an employee shall be shown preference for employment in either a temporary or permanent position.

LEGAL REFERENCE:

DATE ADOPTED: October 20, 1988

REVISED: October 17, 1996