

**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. This includes but is not limited to:

1. Employees will not participate for financial remuneration in outside activities wherein their position on the staff is used to sell goods or services to pupils or their parents without the express written permission of the board.
2. Employees who have patented or copyrighted any device, publication, or other item may receive royalties for use of such item in the district provided the purchasing decision is made by an administrator who shall not financially or in any other way benefit from the purchase.
3. Employees will not engage in any type of work where the source of information concerning customer, client, or employer originates from information obtained through the school system.
4. School employees will not solicit or sell for personal gain any educational materials or equipment in the attendance areas served by the school to which they are assigned. Nor will any employees make available lists of names of students or parents or employees of the district to anyone for sales purposes.
5. The district will not purchase supplies or materials from a staff member of the school district, nor from a member of the household of the staff member.

To avoid nepotism in the hiring and supervision of personnel, the board directs that no employee be hired and assigned in any position where the employee would be responsible to, and evaluated by, a relative.

**ADOPTION: May 1991**

**REVISION: August 1999**