

## CONFLICTS OF INTEREST

No school director or the superintendent may benefit directly or indirectly, in any contract made by, through or under the supervision of the director or superintendent, except as provided below:

- A. Board members may receive compensation for attending board meetings and other board-related work.
- B. Any contract, purchase of materials, or activity paid for from school funds if the total volume received by the district officer or his or her business does not exceed \$1,500 in any calendar month.
- C. The district will maintain a list of all contracts covered under the paragraph and the list will be available for public inspection and copying.
- D. An individual director may not be employed in any district position. If an individual director wants to apply for a district position, they must resign their director position before starting the application process.
- E. The spouse of an individual director or the superintendent may be employed only as a substitute teacher on the same terms and at the same compensation as other substitute teachers in the district. The superintendent must find that the number of qualified substitute teachers in the district is insufficient to meet the anticipated needs for short-term and one-day substitute teachers. The superintendent must ensure that substitute teachers are assigned to available positions in a fair and impartial manner.
- F. If a person is employed by the district under contract as a classified or certificated employee before his/her spouse becomes a director or superintendent, the contract can be renewed for further employment, provided that the terms of the contract are commensurate with the pay plan or collective bargaining agreement operating in the district for that position.
- G. A non-spouse dependent of a director or superintendent may not be employed. Nor may a family relation with a pecuniary interest shared with director or superintendent be employed. Other family members of a director or superintendent, excluding those mentioned above, may be employed.

A director may not vote on the authorization, approval or ratification of a contract in which he or she is beneficially interested and to which one of the exemptions described above applies.

Whenever a director's spouse or dependent is employed by the district, the director will refrain from participating in or attempting to influence any board action affecting the employment status of the director's spouse or dependent. Actions affecting employment status include, but are not limited to, hiring, establishing compensation and fringe benefits, setting working conditions, conducting performance evaluations, considering or imposing discipline or termination.

The district will not discriminate in any way against any non-spouse, non-dependent, family member of a director or superintendent applicant for a certified position or any certificated employee on the basis of a family relationship with a school director or the superintendent, if such employment is allowed under this policy. All such employment decisions will be made based on choosing the applicant who furthers the best interest of the school district

Whenever employment by the district of a director's spouse or dependent, is allowed under this policy, the director will refrain from participating in or attempting to influence any board action affecting the employment status of the director's spouse or dependent. Actions affecting employment status include, but are not limited to, hiring, establishing compensation and fringe benefits, setting working conditions, conducting performance evaluations, considering or imposing discipline and termination.

In those cases where a majority of the board has a lawfully permitted pecuniary interest in an employment matter before the board, all of the directors may participate in the board action on that matter. In such instances, the board minutes will report the nature of each director's interest in the employment matter and that a majority of the board has lawfully permitted pecuniary interests in the matter. Board members with a lawfully permitted pecuniary interest in an employment matter who participate in a board action on the matter because a majority of the board have a similar interest will put aside their personal interests and act in the best interest of the school district.

The superintendent will maintain a log of any contract subject to this policy and annually or when a new director assumes office, will inform the board of the existence of all such contracts.

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| Legal References: | RCW 28A.405.250 | Certificated employees, applicants for certificated position, not to be discriminated against |
|                   | 28A.635.050     | Certain corrupt practices of school officials – Penalty                                       |
|                   | 42.23.030       | Interest in contracts prohibited - Excepted cases   |
|                   | 42.23.040       | Remote interests  |