

Staff Ethics/Conflict of Interest

Overview

The holding of public employment is a public trust created in the interest of the common good and for the benefit of the people. A conflict of interest can arise when a public employee is unable to devote himself or herself with complete loyalty and singleness of purpose to the general public interest. It is the intent of this policy to protect the public trust placed in District employees by providing guidance on common conflicts of interest that may arise in a school setting.

Pecuniary Benefit

No employees of the District shall engage in or have a financial interest, directly or indirectly, in any activity that conflicts or raises a reasonable question of conflict with their duties and responsibilities in the school system.

An employee shall not sell any books, instructional supplies, musical instruments, equipment, or other school supplies to any student or to the parents/guardian of a student who attends the school served by the employee unless prior approval has been obtained from the board.

Use of Information

Employees shall not engage in work of any type where information concerning customer, client, or employer originates from any information available to them through school sources.

Employee Selection and Supervision

The District's employment decisions are based upon an individual's ability, performance, and qualifications. District staff will not show favoritism or give preferential treatment to an employee or applicant for employment because of such person's status as a family member of another District employee. For purposes of this policy, a family member shall include a spouse, parent, parent in-law, adopted or biological child or grandchild, sibling, sibling in-law, grandparent, and any other member of the employee's household whether or not related by blood or marriage.

In accordance with the foregoing, no person shall be employed, promoted, or transferred to a permanent position in a school or department where he or she would be the immediate supervisor of or receive direct supervision from a family member. Likewise, District staff shall not have final decision-making authority to hire, reappoint, assign,

evaluate, promote, or discipline a family member employed by the District, unless otherwise required by law.

Knowledge of Law and Policy

All employees have a responsibility to make themselves familiar with and abide by the laws of the state as these affect their work, the policies of the Board and the regulations designed to implement them. As public employees, employees of the School District must abide by certain rules of conduct and accept certain responsibilities that are recognized by law and incorporated into District regulations.

Adopted: March 15, 1988

Revised: February 25, 1997

Revised: April 27, 1999

Revised: February, 2011

LEGAL REFS.: Constitution of Colorado, Article X, Section 13
 C.R.S. 18-8-308
 C.R.S. 22-63-204
 C.R.S. 24-34-420 (1)
 C.R.S. 18-12-105.5
 C.R.S. 19-3-308 (5.7)
 C.R.S. 22-32-109.8 (6)
 C.R.S. 22-32-109.8 (10)

CROSS REF.: GBEB/GBEBC/GCRD-R, Staff Conduct

Adams County School District #1/Denver, Colorado