

BETHEL SCHOOL DISTRICT #52
BOARD OF EDUCATION POLICY STATEMENT

Subject: Board Member Ethics and Nepotism

Policy Number: BBFB Effective Date: 11/2022

Date of Original Policy and Revisions: 10/08, 7/10, 10/13, 12/15, 9/16, 10/19

Cancels Policy No.: _____ Dated: _____

Date of Next Review: 11/2025

POLICY

In order to avoid both potential and actual conflicts of interests, Board members will abide by the following rules when a Board member's relative or member of the household is seeking and/or holds a position with the District:

1. A Board member may not appoint, employ, promote, discharge, fire, or demote or advocate for such an employment decision for a relative or a member of the household, unless the Board member complies with the conflict of interest requirements of ORS Chapter 244;

This policy does not apply to decisions regarding unpaid volunteer positions unless it is a Board member position or another Board-related unpaid volunteer position (i.e. a Board committee position);

2. A Board member may not participate as a public official in any interview, discussion, or debate regarding the appointment, employment, promotion, discharge, firing, or demotion of a relative or a member of the household.

For the purposes of this policy, a "member of the household" means any person who resides with the Board member and "relative" means: the spouse¹; Any children of the Board member, or his/her spouse; and, sibling, half-sibling, brother-in-law, sister-in-law, son-in-law, daughter-in-law, mother-in-law, father-in-law, aunts, uncles, nieces, nephews, stepparents, stepchildren, or parents of the Board member or of his/her spouse. Relative also includes any individual for whom the Board member has a legal support obligation, whose employment provides benefits² to the Board member, or who receives any benefit from the Board member's public employment.

Class Exception

It will not be a conflict of interest if the Board member's action would affect to the same degree a class including the Board member's relative or household member. For example, if a Board member's spouse is a member of the collective bargaining unit, the Board member may vote to approve the contract, as it will affect all members of that class to the same degree.

ATTACHMENTS

None.

¹ The term spouse includes domestic partner.

²Examples of benefits may include, but not be limited to, elements of an official compensation package including benefits such as insurance, tuition or retirement allotments.

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END OF POLICY

REFERENCES / COMMENTS

[ORS 244.010](#) - [244.400](#)

[ORS 659A.309](#)

[OAR 199-005-0001](#) to-[199-010-0150](#)

[OAR 584-020-0040](#)

OR. ETHICS COMM'N, OR. GOV'T ETHICS LAW, A GUIDE FOR PUBLIC OFFICIALS (2008).
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