

## **Staff Ethics/Conflict of Interest**

### **Staff Ethics**

According to the Colorado Revised Statutes 24-17-105, the following ethical principles for school district employees "are intended as guides to conduct and do not constitute violations as such of the public trust of office or employment..."

1. An employee "should not acquire or hold an interest in any business or undertaking which (s)he has reason to believe may be directly and substantially affected to its economic benefit by official action to be taken by an agency over which (s)he has substantive authority."
2. An employee "should not, within six months following the termination of his/her employment, obtain employment in which (s)he will take direct advantage, unavailable to others, of matters with which (s)he was directly involved during his/her term of employment. These matters include rules, other than rules of general application, which (s)he actively helped to formulate and applications, claims, or contested cases in the consideration of which (s)he was an active participant."
3. An employee "should not perform an official act directly and substantially affecting a business or other undertaking to its economic detriment when (s)he has a substantial financial interest in a competing firm or undertaking."

### **Staff Conflicts of Interest**

No employee of the Eagle County School 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 his/her duties and responsibilities in the school district.

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.

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 Superintendent.

There should be no conflict of interest in the supervision and/or evaluation of employees. In no situation should a supervisor/administrator be responsible for the supervision or evaluation of a family member without having first received written permission from the Superintendent to act in that capacity. The written permission of the Superintendent will be for a specific duration of time.

LEGAL REF.: Constitution of Colorado, Article X, Section 13  
C.R.S. 18-8-308  
C.R.S. 22-63-204  
C.R.S. 24-34-402 (1)

CROSS REF.: GBCB, Staff Conduct