

REVISION: Title change; number change; updated to reflect revised statutory language.

Policy: 1611  
Section: 1000 - Board of Directors

## Conflicts of Interest (Districts with fewer than 2,000 students)~~2nd Class Districts~~

~~Neither a school director nor a district officer (such as the superintendent) may benefit~~Individual directors and the superintendent will have no pecuniary interest, directly or indirectly, in any contract made by, through, or under the director's or officer's supervision, the purchase of any goods or services, or any other activity paid from school district funds, except as permitted belowin the following:

- A. A director, ~~a director's or an officer's spouse, or a director's or an officer's dependent or his or her spouse or dependents, or the spouse or dependents of the superintendent~~ may be paid no more than \$1,020 in any calendar month for unskilled day labor.~~;~~
- B. A director may be employed as a bus driver at the same compensation and on the same terms as other district bus drivers.~~;~~
- C. A director or officer may enter into a contract with the district to offer goods and services (except for legal services) if the director or officer does not receive more than \$1,500 in any calendar month under the contract. ~~non-salaried financial transactions not to exceed \$1,500 in any calendar month.~~ The district will maintain a list of all contracts covered under this paragraph, and the list will be available for the public to inspect ~~on~~ and copy.~~ing.~~
- D. A ~~school~~director may be designated as district clerk and/or purchasing agent of the district.~~;~~
- E. The spouse of a director or ~~officer~~the superintendent may be employed as a substitute teacher on the same terms and at the same compensation as other substitute teachers in the district. For a director's or officer's spouse to be employed as a substitute teacher, ~~if the following conditions are met:~~ the superintendent must find that the number of qualified substitute teachers in the school district is insufficient to meet the district's anticipated needs ~~for short term and one day substitute teachers.~~ and the superintendent must ensure that ~~assignments of~~ substitute teachers are fairly and impartially assigned to available positions ~~is done in a fair and impartial manner.~~
- F. If a director's or officer's spouse was employed by the district as a classified or certificated employee before the director or officer took office ~~if a person is employed by the district under contract as a classified or certificated employee before his or her spouse becomes a director or superintendent,~~ the spouse's employment contract can be renewed ~~for further employment,~~ provided that the terms of the contract must be commensurate with the pay plan or collective bargaining agreement operating in the district for that position.~~;~~
- G. In school districts with fewer than 200 full-time equivalent~~FTE~~ students, the ~~district board~~ may employ the spouse of a director or ~~officer~~the superintendent as a certificated or classified staff member.~~;~~ ~~or~~
- H. A director may be employed as a substitute teacher or a substitute educational aide in school districts with 3200 or fewer~~less~~ full-time equivalent~~FTE~~ students. For the director to be employed as a substitute teacher or substitute educational aide, ~~provided that~~ the terms ~~of~~ the contract must be commensurate with the pay plan or collective bargaining agreement operating in the district for that position, and ~~t~~ the board must find that the number of qualified substitute teachers and educational aides in the district is insufficient to meet the district's anticipated needs.
- H.I. A director or officer may have a remote interest in a contract. The interest, though, must be disclosed prior to board action and must be recorded in the official minutes.

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. Before the board

~~approves a contract in which a director is beneficially interested, the director must disclose his or her interest to the board, and the director's interest must be noted in the official minutes.~~[A1]

~~Before the board approves. Prior to approval of~~ the employment of ~~a director, a director's or an officer's spouse, or a director's or an officer's dependent, the superintendent or designee will inform the board~~ the spouse of a school director or the superintendent, ~~the board of directors will be advised of the number of~~ other individuals who are qualified for and interested in the position(s) to be filled. The district will not discriminate in any way against any applicant for a ~~certificated~~ position ~~or employee based on~~ ~~any certificated employee on the basis of~~ a family relationship with a ~~school~~ director or ~~officer~~ the superintendent. All employment decisions will be made ~~on the by~~ basis of choosing the applicant ~~that~~ which furthers the best interests of the school district.

Whenever a director, ~~or~~ his or her spouse, or his or her 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, his or her spouse, or his or her dependent. Actions affecting employment status include, but are not limited to, hiring, establishing compensation and fringe benefits, setting working conditions, conducting performance evaluations, and considering or imposing discipline and termination.

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

Cross References: 6230 - Relations with Vendors

Legal References: RCW 28A.330.240 Employment contracts  
RCW 28A.405.250 Certificated employees, applicants for certificated position, not to be discriminated against — Right to inspect personnel file  
RCW 28A.635.050 Certain corrupt practices of school officials — Penalty  
RCW 42.23.030 Interest in Contracts Prohibited — Exceptions  
RCW 42.23.040 Remote interests

Adoption Date: March 21, 1996

North Beach School District

Classification: **Encouraged**

Revised Dates: ~~08.99; 04.06; 12.11; 10.22~~ 09.15.98; 12.21.99; 10.16.18; 03.19.19

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