

PROPOSED REVISION



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THE BOARD OF DIRECTORS

Conflicts of Interest

Except where expressly permitted by law, individual members of the board of directors and a district officer (such as the superintendent) shall not have any beneficial interest, directly or indirectly, in any contract made by, through or under the director's or officer's supervision.

A director or officer may enter into a contract with the district to offer goods or services (except legal services) if the director or officer does not receive more than \$~~3,000~~ **1,500** in any calendar month under the contract. The district will maintain a list of all contracts covered under this paragraph, and the list will be available for the public to inspect and copy.

A director may be designated as clerk and/or purchasing agent of the district.

The spouse or state registered domestic partner of a director or officer 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 or state registered domestic partner to be employed as a substitute teacher, the superintendent must find that the number of qualified substitute teachers in the district is insufficient to meet the district's anticipated needs, and the superintendent must ensure that substitute teachers are fairly and impartially assigned to available positions.

If a director's or officer's spouse or state registered domestic partner was employed by the district as a classified or certificated employee before the director or officer took office, the spouse's or state registered domestic partner's employment contract may be renewed. The terms of the contract must be commensurate with the pay plan or collective bargaining agreement operating in the district for that position.

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 they are 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 their interest to the board, and the director's interest must be noted in the official minutes.

Before the board approves the employment of a director or a director's or an officer's spouse or state registered domestic partner, the superintendent or designee will inform the board 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 position or employee based on a family relationship with a director or officer. All employment decisions will be made by choosing the applicant that furthers the best interests of the district.

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Whenever a director, or their spouse, or state registered domestic partner is employed by the district, the director shall refrain from influencing or attempting to influence any board action affecting the employment status of the director, or their spouse, or state registered domestic partner. Actions affecting employment status include, but are not limited to, hiring, establishing compensation and fringe benefits, setting working conditions, conducting performance evaluations, and/or considering or imposing discipline and termination.

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

Cross references: [Board Policy 1111](#)
[Board Policy 4210](#)
[Board Policy 5215](#)
[Board Policy 5410](#)
[Board Policy 6106](#)
[Board Policy 6230](#)

District Election
School Support Organizations
Conflicts of Interest
Substitute Employment
Allowable Costs for Federal Programs
Relations with Vendors

Legal references: [RCW 28A.330.240](#)
[RCW.28A.405.250](#)

[RCW 28A.635.050](#)

[RCW 42.23.030](#)
[RCW 42.23.040](#)
[RCW 42.23.070 \(1\)](#)
[RCW 42.23.900](#)

Employment contracts
Certificated employees, applicants for
certificated position, not to be discriminated
against—Right to inspect personnel files
Certain corrupt practices of school
officials—Penalty
Interest in contracts prohibited—Exceptions
Remote interests
Prohibited acts
Construction—Chapter applicable to state
registered domestic partnerships—2009 c
521

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