

LAKWOOD SCHOOL DISTRICT NO. 306

BOARD POLICY #1350

1000 SCHOOL BOARD OPERATIONS

1300 Goals and Objectives

1350 Conflicts of Interest (Directors & Superintendent)

Individual directors and the superintendent shall have no pecuniary interest, directly or indirectly, in any contract, the purchase of any goods or services, or any other activity paid from school district funds.

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

The spouse of a director or 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, if the following conditions are met: the superintendent finds that the number of qualified substitute teachers in the school district is insufficient to meet anticipated needs for short-term and one-day substitute teachers; and the superintendent ensures that assignment of substitute teachers to available positions is done in a fair and impartial manner.

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 contract can be renewed for further employment, provided that the terms of the contract are commensurate with the pay plan or collective bargaining agreement operating in the district for that position.

Whenever a director, or his or her spouse or dependent is employed by the district, the director shall refrain from participating in or attempting to influence any board action affecting the employment status of the director, spouse or dependent. Actions affecting employment status include, but are not limited to, hiring, establishing compensation and fringe benefits, setting working conditions, conducting performance evaluations, considering or imposing discipline and termination.

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| Legal References: | RCW 28A.330.240 | Employment contracts |
| | 28A.405.250 | Certificated employees, applicants for certificated position, not to be discriminated against |
| | 28A.635.050 | Certain corrupt practices of school officials - Penalty |
| | 42.23.030 | Interest in contracts prohibited--Excepted cases |
| | 42.23.040 | Remote interests |