

## **STAFF ETHICS/CONFLICT OF INTEREST**

### **STAFF ETHICS**

An effective educational program requires the services of men and women of integrity, high ideals, and human understanding. To maintain and promote these essentials, all employees of the district are expected to maintain high standards in their school relationships. These standards include the following:

1. The maintenance of just and courteous professional relationships with students, parents, staff members, and others.
2. The maintenance of their own efficiency and knowledge of the developments in their fields of work.
3. The transaction of all official business with the properly designated authorities of the school system.
4. The establishment of friendly and intelligent cooperation between the community and the school district.
5. Favorable representation of the school district at local events that are in recognition of the schools' contributions to the community.
6. The placement of the welfare of children as the first concern of the school district, thus appointments to positions and promotion must be based solely on merit. The use of pressure on school officials for appointment or promotion is unethical.
7. Restraint from using school contacts and privileges to promote partisan politics, sectarian religious views, or selfish propaganda of any kind.
8. Directing any criticism of other staff members or of any department of the school district toward the improvement of the school district. Such constructive criticism is to be made directly to the particular school administrator who has the administrative responsibility for improving the situation and then to the superintendent if necessary.

## CONFLICT OF INTEREST

Employees of the board will not engage in or have a financial interest, directly or indirectly, in any activity that conflicts (or raises a reasonable question of conflict) with their duties and responsibilities in the school system.

Employees will not engage in work of any type where information concerning customer, client, or employer originates from any information available to them through school sources.

Employees will not sell textbooks, instructional supplies, equipment, reference books, or any other school products to the schools in the district. They will not furnish the names of students or parents to anyone selling these materials.

Employees of the Todd County School District with appointment and/or promotion authority shall not advocate, recommend, appoint, employ, promote, or advance a relative with the district. Relative is defined as: mother, father, sister, brother, husband, wife, son or daughter.

Employees may supervise relatives (defined above) in limited activities other than appointing, employing, promoting, advancing or advocating the appointment, employment, promotion or advancement of a relative. Exceptions may occur only when the school board has determined that all policies have been followed and this would result in a net benefit to the district. The superintendent shall assign a non-related individual to conduct the evaluation.

LEGAL REFS.:        Constitution of the State of South Dakota  
                          Art. VIII, Sec – 17  
                          SDCL 13-20-2.1  
                              13-43-1; 13-43-2  
                              13-43-25

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