

**WILDER SCHOOL DISTRICT NUMBER 133**  
**STAFF PERSONNEL**  
**SERIES 400**

**401.3**

**CONFLICT OF INTEREST**

A professional educator must take appropriate actions to maintain integrity with students, coworkers, supervisors, parents, patrons, business personnel and trustees.

In accordance with the principles and philosophy of the District and the general tenants of the Code of Ethics for Idaho Professional Educators, Idaho Code 59-201, a conflict of interest situation is deemed to exist whenever any of the following situations occur:

- When a member of the staff has an interest, by way of ownership or employment, in any firm or company doing business with the School District.
- When a member of the staff establishes a business relationship with any vendor whereby the issue of gifts, gratuities, favors and/or additional compensation is a concern and/or has occurred.
- When a member of the staff has a relationship by way of blood relationship or marriage to an owner, officer, managing employee/agent and/or consultant of a corporation or firm doing business with the School District and such relationship brings forth benefit, economic or otherwise, to the member of the staff;  
OR/AND
- When a member of the staff uses their professional position to foster personal financial, social or employment interests that differ or are in an untenable conflict with those of the School District.

Whenever any of the above described situations occur, the party affected must immediately file a Written Disclosure setting forth the nature of the conflict.

Whenever a member of the staff has filed such a Disclosure, he or she must obtain written approval from the Superintendent (or the Board of Trustees in the case of the Superintendent) in order to function as a District employee staff on any and all projects involving the business relationship that forms the conflict of interest or business relationship. The Superintendent and the employee shall be responsible for maintaining a copy of the written disclosure and the written approval from the Superintendent.

Should any staff member fail to file such a disclosure or file an incomplete disclosure, such staff member is subject to discipline, up to and including possible termination. In the situation of a certificated professional employee, the District will also make appropriate notification to the Professional Standards Commission, where applicable, he or she subjects himself or herself to any sanction imposed by the School District Director and approved by the Board, including termination of employment.

DATE OF REVISION: February 11, 2013