

Staff Ethics/Conflict of Interest

According to the Colorado Revised Statutes 24-18-105, the following ethical principles for school district employees "are intended as guides to conduct and do not constitute violations as such of the public trust of office or employment..."

1. An employee "should not acquire or hold an interest in any business or undertaking which he has reason to believe may be directly and substantially affected to its economic benefit by official action to be taken by an agency over which he has substantive authority."
2. An employee "should not, within six months following the termination of his ... employment, obtain employment in which he will take direct advantage, unavailable to others, of matters with which he was directly involved during his term of employment. These matters include rules, other than rules of general application, which he actively helped to formulate and applications, claims or contested cases in the consideration of which he was an active participant."
3. An employee "should not perform an official act directly and substantially affecting a business or other undertaking to its economic detriment when he has a substantial financial interest in a competing firm or undertaking."

NOTE: It would be appropriate also to include as exhibits under this category, for information purposes, the codes of ethics of professional groups with which staff members are affiliated. Normally, codes of ethics are determined by professions themselves and not imposed upon them. Boards may well have policies on staff conflicts of interest and staff responsibilities which relate to ethics. See policies coded GBEA and GBEB.

COLORADO DEMONSTRATION POLICY MANUAL