



Conflict of Interest & Ethical Behavior Policy

Purpose

The purpose of this policy is to ensure that members of the Canyon Rim Academy (“CRA”) Board of Trustees (the “Board”) conduct themselves in an ethical and lawful manner that avoids actual or apparent conflicts of interest. All business decisions must be made in CRA’s best interest. A conflict of interest arises when the judgment of a Board member is or may be influenced by considerations of improper personal gain or benefit to the individual or to another person.

The policy is designed to prevent the placement of Board members in a position where their interest in CRA may conflict with other business interests, and to avoid appearances of conflict of interest even though such conflict may not exist.

Terms

Board members shall not have any direct or indirect pecuniary interest (as defined by law) in a contract with CRA, nor shall they sell any labor, equipment, or supplies to CRA.

Board members may not, during the time they serve on the board, be appointed to any civil office of profit or employment position which has been created or the compensation of which has been increased by the action of the school board during the time the member serves on the board.

No member of the Board may be an employee of CRA. Spouses of Board members may not be full-time employees of CRA unless exigent circumstances exist as determined by the Board and the Administration. In such exigent circumstances, the Board member whose spouse is seeking full time employment with CRA shall not be involved in any discussions or voting with respect on whether an exigent circumstance exists and/or whether the spouse should be hired. Spouses may be hired by CRA as part time substitute teachers or teacher aides.

Volunteer activities of members of the Board and their spouses, other than in roles that are prohibited by this section, may be prescribed by policies developed and approved by the Board.