

**WHITE RIVER SCHOOL DISTRICT #416  
BOARD POLICY**

**No. 5255**

5000 PERSONNEL

Employment Practices

**5255 – Gifts to Staff**

District officers and employees must avoid the appearance of favoritism in all of their dealings on behalf of the district. All district officers and employees are expected to act with integrity and good judgment and to recognize that the acceptance of personal gifts from parents, students, or those doing business or seeking to do business with the district, even when lawful, may give rise to legitimate concerns about favoritism depending on the circumstances.

Therefore, district officers and employees are prohibited from accepting gifts of material value from parents, students, companies or organizations doing business or seeking to do business with the district. Material value is defined as greater than \$50 from a single source in a single year. Receiving extensive travel from a vendor that would result in a personal gain or benefit outside of work related activities for the person receiving the gift or benefit is also prohibited.

In most cases, the Board shall consider the writing of letters to employees expressing gratitude or appreciation as more appropriate than gifts.

*Original Adoption: 2/2015*