

RECOGNITION OF STAFF – AWARDS AND INCENTIVES

The Board acknowledges that it will be necessary to present awards and incentives in acknowledgement of employees attaining a specified level of achievement or outstanding service. Purchase of awards and incentives made with District funds must comply with the following:

- It is required that awards/incentives purchased be “de minimis” in value. This means that the item be of minimal value and have personal and intrinsic sentimental value to the recipient. Examples would be a plaque or clock.
- Washington State Constitution prohibits District funds being used to purchase gifts. Therefore awards or incentives must be purchased in recognition of service or meriti to the Eastmont School District on the part of the recipient.
- Examples of gifts that are not allowed are as follows:
 1. Flowers purchased for celebrations or to express sympathy.
 2. Food, clothing or other items purchased for an employee in need.
 3. Lunch or refreshment for a non-District sponsored event.

An aggregate of no more than 0.001% of the annual budgeted District expenditures may be disbursed in total District funds for the purchase of awards/incentives for employees and students combined.