

CONFLICT OF INTEREST

An employee of the board shall not have any interest, financial or otherwise, direct or indirect, or engage in any business or transaction or professional activity which is in conflict with the proper discharge of his/her duties.

An employee of the board shall not use or attempt to use his/her position to secure unwarranted privileges or advantages for himself/herself or others.

An employee of the board shall not act in his/her official capacity in any matter wherein he/she has a direct or indirect personal financial interest such as selection or purchase of any textbook or other materials on which he/she receives a royalty.

An employee of the board shall not accept any gift, favor, service or other thing of value under circumstances from which it might be reasonably inferred that such gift, service or other thing of value was given or offered for the purpose of influencing him/her in the discharge of his/her duties.

Political Activities of Staff

All employees are prohibited from engaging in campaign activities on school property that potentially present a conflict of interest.

All employees working in a facility of this district which is used as a polling place are prohibited on an officially declared election day from displaying any materials that would promote the election of any candidate or opinions on voting issues.

Disciplinary Action

Violations of this policy may result in disciplinary action.

Date: March 20, 2002

Legal References:

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| <u>N.J.S.A.</u> 18A:6-8 | Interest of school officers, etc., in sale of textbooks or supplies; royalties |
| <u>N.J.S.A.</u> 18A:6-8.4 | Right to hold elective or appointive state, county or municipal office |
| <u>N.J.S.A.</u> 18A:11-1 | General mandatory powers and duties |
| <u>N.J.S.A.</u> 18A:12-21 <u>et seq.</u> | School Ethics Act |
| <u>See particularly:</u> | |
| <u>N.J.S.A.</u> 18A:12-24 | |
| <u>N.J.S.A.</u> 18A:54-20 | Powers of board (county vocational schools) |
| <u>N.J.S.A.</u> 19A:34-15 | Electioneering within or about polling place; misdemeanor |
| <u>N.J.A.C.</u> 6:2-1.1 <u>et seq.</u> | Appeals |
| <u>N.J.A.C.</u> 6:3-9.1 <u>et seq.</u> | School Ethics Commission |

Cross References:

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| 1140 | Distribution of materials by pupils and staff |
| 1313 | Gifts to district employees |
| 4112.8 | Nepotism |
| 4117.50 | Standards for staff discipline |
| 4118.2 | Freedom of speech |
| 4119.22 | Conduct and dress |
| 4119.23 | Employee substance abuse |
| 4138 | Non-school employment |
| 4212.8 | Nepotism |
| 9270 | Conflict of interest |

