

CONFLICT OF INTEREST

The Board of Education is committed to avoiding any situation in which the existence of simultaneous, conflicting interests in any officer or employee may call into question the integrity of the management or operation of the school district. Therefore:

No employee of the district shall engage in or have a financial interest, directly or indirectly, in any activity that conflicts or raises a reasonable question of conflict with his or her duties and responsibilities.

Employees shall not engage in **outside** work of any type where the source of information concerning customer, client or employer originates from any information obtained through the school system.

An employee may not directly or indirectly solicit any gift or accept or receive any gift having a value of \$75 or more, whether in the form of money, services, loan, travel, entertainment, hospitality, thing or promise, or any other form, under circumstances in which it could reasonably be inferred the gift was intended to influence him or her in the performance of his or her duties or was intended as a reward for any official action on his or her part.

No person employed by the district shall recommend for hire, supervise, evaluate, promote, review or discipline any other employee who is a member of the same family. In the event that marriage, promotion, or reorganization results in a situation not in compliance with this policy, reassignment or transfer may be effected, in accordance with the applicable provisions of any collective bargaining agreement, to correct the situation.

No employee shall be involved in the hiring process who is a relative, member of the same household or who has a close, personal relationship with a prospective candidate for a position with the school district.

Cross-ref: 2170, Board Member Conflict of Interest

2160, School District Officer and Employee Code of Ethics

Ref: Education Law § 410, 3016
 General Municipal Law Art. 18, § 801-813
 Labor Law Section 201-d
Dykeman v. Symonds, 54 AD2d 159 (4th Dep't 1976)

Approved: July 1, 2001