

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 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 interred 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.

Bribery and corrupt practices by employees as described in the criminal justice code are forbidden and shall be prosecuted to the full extent of the law.

Each administrator shall annually, in accordance with law, file with the Commissioner of Education a report regarding potential conflicts of interest and with the School Ethics Commission a financial disclosure statement.

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 are prohibited from engaging in any activity in the presence of students during performance of all employees' duties, which activity is intended or designed to promote, further or assert a position on any voting issue, board issue, or collective bargaining issue.

Disciplinary Action

Violations of this policy may result in disciplinary action.

## CONFLICT OF INTEREST (Continued)

### **Legal References:**

<u>N.J.S.A. 2C:27-1 et seq.</u> <u>See particularly:</u> <u>N.J.S.A. 2C:27-4, -5, -6</u>	Bribery and Corrupt Influence
<u>N.J.S.A. 18A:6-8</u>	Interest of school officers, etc., in sale of textbooks or supplies; royalties
<u>N.J.S.A. 18A:11-1</u>	Right to hold elective or appointive state, county or municipal office
<u>N.J.S.A. 18A:12-21 et seq.</u> <u>See particularly:</u> <u>N.J.S.A. 18A:12-24</u> <u>N.J.S.A. 18A:54-20</u>	General mandatory powers and duties School Ethics Acts
<u>N.J.S.A. 19:34-15</u>	Powers of board (county vocational schools) Electioneering within or about polling place; misdemeanor
<u>N.J.A.C. 6A:4-1.1 et seq.</u> <u>N.J.A.C. 6A:28-1.1 et seq.</u>	Appeals School Ethics Commission

Green Township Education Association v. Rowe, et al., 328 N.J. Super. 525 (App. Div. 2000)

### **Cross References:**

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

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