

3214 CONFLICT OF INTEREST

An employee of the Board of Education 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.

An employee shall not supervise or evaluate a member of his/her immediate family or household.

Teaching Activities of Staff

An employee shall not evaluate and/or award grades to his/her own child. In the event that the staff member is the only instructor for a course and there is no reasonable educational alternative for his/her child, the building principal will notify the superintendent. If no reasonable alternative is available for the child, the principal shall submit to the superintendent a plan for evaluating and grading the pupil.

Children of staff members may participate in co-curricular activities directed by a parent. In cases where tryouts or auditions are required for participation, the staff member must not be exclusively involved in selecting pupils.

Assignment of Staff

In order to avoid interpersonal conflict within a school and the appearance of a conflict of interest among staff, members of the immediate family or household will not normally be assigned to the same building. In cases where such assignments pre-date this policy, the superintendent will allow the staff members to remain in the same location unless he/she determines such assignments are not in the best interest of the school district.

TEACHING STAFF MEMBERS
3214
Conflict of Interest

Page 2 of 2

Political Activities of Staff

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

A teaching staff member shall not engage in any activity during performance of the employees' duties or in the presence of pupils, which is intended or designed to promote, further or assert a position on any candidate for office, partisan political issue, voting issue, board issue, or collective bargaining issue, nor shall any pupil be requested or directed to engage in any activity which tends to promote the same.

Disciplinary Action

When public employees make statements pursuant to their official duties: in the classroom, at board meetings, and at other meetings related to educational issues affecting the district, the employees are not speaking as private citizens for First Amendment purposes, and the Constitution does not insulate their communications from employer discipline (*Garcetti v. Ceballos*, 547 U.S. 410 (2006)).

Violations of this policy may result in disciplinary action.

Approved: December 5, 2006

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