

CONFLICT OF INTEREST-- CERTIFIED STAFF

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.

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.

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 the 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.

Legal References: N.J.S.A. 18A:6-10 Dismissal and reduction in compensation of persons under tenure in public school system
 N.J.S.A. 18A:11-1 General mandatory powers and duties
 N.J.S.A. 18A:27-4 Power of Boards of education to make rules governing employment of teacher, etc., employment there under
 N.J.S.A. 18A:54-20 Powers of Board (county vocational schools)

Hicks v. Pemberton Bd. of Ed., 1975 S.L.D. 332

Quiroli v. Linwood Bd. of Ed., 1974 S.L.D. 1035

Carlstadt Teachers Ass'n v. Carlstadt Bd. of Ed., App. Div., unreported decision (docket no. A-1469-80-T4, decided March 26, 1982), 1982 S.L.D. 1448

CONFLICT OF INTEREST-- CERTIFIED STAFF (continued)

<u>Cross References:</u>	4117.50	Standards for staff discipline
	4119.2	Responsibilities
	*4119.21	Conflict of interest
	*4119.23	Employee substance abuse
	4119.24	Staff/student relations
	*4138	Nonschool employment
	*4138.2	Private tutoring
	*6144	Controversial issues

*Indicates policy is included in the Critical Policy Reference Manual.

Key Words

Royalties, Conflict of Interest, Political Activity of Staff

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Revised: