

SCHOOL OFFICERS' AND EMPLOYEES' ETHICS

The Board of Education recognizes that there are rules of ethical conduct for public officers and employees which must be observed if a high degree of moral conduct is to be obtained and if public confidence is to be maintained in the School District. It is the purpose of this section to promulgate these rules as a guide for the conduct of officers and employees of the School District.

1. Definitions:

- a. "Officer or employee" means any officer or member of the Board, or employee of the School District, whether paid or unpaid.
- b. "Interest" means a pecuniary interest or material benefit accruing to an officer or employee, including (1) the spouse and dependents of the officer or employee; (2) a firm, partnership or association of which an officer or employee is a member or employee; (3) a corporation of which such officer or employee is an officer, director or employee; and (4) a corporation, any stock of which in excess of five (5%) percent is controlled directly or indirectly by an officer or employee.

2. Standards of Conduct:

Every officer or employee of the School District shall be subject to and abide by the following standards of conduct:

- a. Gifts. He/She shall not directly or indirectly solicit any gift having a value of seventy-five dollars 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 that the gift was intended to influence him/her, or could reasonably be expected to influence him/her, in the performance of his/her official duties or was intended as a reward for any official action on his/her part.
- b. Confidential Information. He/She shall not disclose confidential information acquired by him/her in the course of his/her official duties or use such information to further his/her personal interest.
- c. Representation Before the Board of Education. He/She shall not receive or enter into any agreement, expressed or implied, for compensation for services to be rendered in relation to any matter before the Board either for a fixed or contingent fee.

(continued)

- d. Disclosure of Interest in Actions of the Board of Education. To the extent that he/she knows thereof, a member of the Board of Education and any officer or employee of the School District whether paid or unpaid, who participates in the discussion or gives an official opinion to the Board of Education on any resolution or action before the Board shall publicly disclose on the official record the nature and extent of any direct or indirect financial or other private interest he/she has in a resolution or action.
 - e. Investments in Conflict with Official Duties. He/She shall not invest or hold any investment directly or indirectly in any financial, business, commercial or other private transaction, which creates a conflict with his/her official duties.
 - f. Private Employment. He/She shall not engage in, solicit, negotiate for or promise to accept private employment or render services for private interests when such employment or service creates a conflict with or impairs the proper discharge of his/her official duties.
 - g. Future Employment He/She shall not, after the termination of service, or employment with the School District, appear before such Board in relation to any case, proceeding or application in which he/she personally participated during the period of his/her service or employment or which was under active consideration during such period.
 - h. Pursuant to the Education law, a relative of a school board member may only be employed as a teacher in the district with the consent of two-thirds of the members of the board.
3. Nothing herein contained shall be deemed to bar or prevent the timely filing by a present or former officer or employee of any claim, account, demand or suit against the School District on behalf of his/her family arising out of any personal injury or property damage or for any lawful benefit authorized or permitted by law.
4. Distribution of Code of Ethics
The Superintendent of Schools of the School District shall cause a copy of this code of ethics to be distributed to every officer and employee of the School District. Each officer and employee elected or appointed shall be furnished a copy before entering upon the duties of his/her office or employment.
5. Penalties
In addition to any penalty contained in any other provision of law, any person who shall knowingly and intentionally violate any of the provisions of this case may be fined, suspended or removed from office or employment, as the case may be, in the manner provided by law.

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