

### 4214 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 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 benefit, favor, service or other thing of value under circumstances from which it might be reasonably inferred that such benefit, 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.

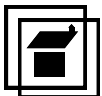
#### Disciplinary Action

Violations of this policy may result in disciplinary action.

No school employee shall accept any commission or gift from an individual or a company seeking to sell equipment, materials or services used in the operation of the district's schools. This policy applies to, but is not limited to, the purchase of materials for construction, repair, and maintenance of the school plant, resources for student classes, supplies used by the district or district organizations such as clubs, and comparable items.

This prohibition shall not be construed to prevent vendors from paying reasonable costs of providing opportunities for school officers and employees to see or hear about new ideas, equipment, and/or materials, nor shall it be construed to prevent students from presenting token and inexpensive gifts to staff members.

Letters to staff members expressing gratitude or appreciation are always welcomed by the Board of Education and, in most circumstances, considered appropriate.



# POLICY

## WATCHUNG BOROUGH BOARD OF EDUCATION

SUPPORT STAFF MEMBERS

4214/page 2 of 2  
Conflict of Interest

Employees of the school district shall not accept any gifts of significant value in connection with their duties. This policy does not prohibit students from making an occasional small gift. The Board of Education shall consider as always welcome, and in most circumstances more appropriate, the writing of letters to staff members expressing gratitude or appreciation.

The provisions herein shall not be interpreted as intending to discourage acts of generosity in unusual situations.

N.J.S.A. 18A:6-8; 18A:11-1

Adopted: 19 October 2016

