

COMMUNITY RELATIONS PERSONNEL

Gifts to Staff Members

A. Generally

1. No employee or officer shall solicit or accept money or other things of value for services performed within the scope of ~~his or her~~their official duties, except the compensation, expenses or other remuneration paid by the School Board. This prohibition shall not apply to the acceptance of special benefits that may be authorized by law.
2. Employees and officers also shall ~~also~~-not:
 - a. Offer or accept any money or other thing of value for or in consideration of obtaining employment, appointment, or promotion of any person with the School Board;
 - b. Offer or accept any money or other thing of value for, or in consideration of, the use of ~~his or her~~their public position to obtain a contract for any person or business with the School Board;
 - c. Use for ~~his or her~~their own economic benefit, or that of another party, confidential information that ~~he or she~~they ~~has~~have acquired by reason of ~~his~~their public position and which is not available to the public;
 - d. Accept any money, loan, gift, favor, service, or business or professional opportunity that reasonably tends to influence ~~him or her~~them in the performance of ~~his or her~~their official duties. This subdivision shall not apply to any political contribution actually used for political campaign or constituent service purposes and reported as required by law;

- e. Accept any business or professional opportunity when ~~he or she~~they knows ~~that~~ there is a reasonable likelihood that the opportunity is being afforded ~~to him or her~~them to influence ~~him~~them in the performance of ~~their~~his official duties;
- f. Accept a gift from a person who has interests that may be substantially affected by the performance of the officer's or employee's official duties under circumstances where the timing and nature of the gift would cause a reasonable person to question the officer's or employee's impartiality in the matter affecting the donor.
- g. Accept gifts from sources on a basis so frequent as to raise an appearance of the use of ~~his~~their public office for private gain; and
- h. These prohibitions shall not be construed to prohibit or apply to the acceptance of an award or payment in honor of meritorious or exceptional services performed by the employee or officer and made by an organization exempt from federal income taxation pursuant to the provisions of Section 501(c)(3) of the Internal Revenue Code.

B. Gifts by Students

The School Board discourages students from giving gifts to members of the staff. The School Board recommends that students and parents who wish to express high regard for a staff member's efforts use notes and letters of appreciation.

C. Gifts from Public Monies

Public monies may not be used to purchase gifts of any kind. Awards of recognition are not considered gifts.

D. State and Local Government Conflict of Interests Act- application

Employees and officers remain subject to the provisions of the Virginia State and Local Government Conflict of Interests act and should not accept or solicit any gifts or opportunities that would be prohibited under the Act.

Legal Reference

Virginia State and Local Government Conflict of Interests Act, Code of Virginia § 2.2-3100, *et seq.*, as amended.

Related Links

School Board [Policy 3-2](#)

School Board [Policy 4-23](#)

Adopted by School Board: October 20, 1992

Amended by School Board: August 19, 2014

Amended by School Board: May 12, 2020

Amended by School Board: April —,2023

APPROVED AS TO
LEGAL SUFFICIENCY

Kamala H. Lencioni

Cheryl Woodhouse