

<h1>POLICY</h1>	2021	6160
	Personnel	

Subject: Codes of Ethics for All District Officers and Employees

In addition to the prohibitions against conflicts of interest contained in NY General Municipal Law, Article 18, every officer and employee of the district, whether paid or unpaid, including members of the Board of Education, and their professional or nonprofessional staff and appointees (referred to collectively as “District officers and employees”), are subject to and must abide by the following standards of conduct:

- (a) Confidential Information: District officers and employees may not disclose confidential information acquired by them in the course of their official duties or use such information to further their private interests*.
- (b) Disclosure of interest in matters before the Board: District officers and employees who participate in discussions with or give official opinions to the Board on any matter being considered by the Board must publicly disclose (in writing) to the Board, and their immediate supervisor, the nature and extent of any direct or indirect financial or other private interest* he/she has in such matter. This interest also includes any interest a District officer’s or employee’s spouse may have, will have or will later acquire in such matters. Such disclosure must be made as soon as the individual has knowledge of his/her (or his/her spouse’s) actual or prospective interest.
- (c) Investments in conflict with official duties: District officers and employees may not invest in or hold any investment directly or indirectly in any financial, business, commercial enterprise or transaction that creates a conflict* with his/her official duties.
- (d) Private employment: District officers and employees may not engage in, solicit, negotiate for or promise to accept private employment when that employment creates a conflict with or impairs the proper discharge of his or her official duties.
- (e) Future employment: District officers and employees may not, after the termination of service or employment with the Board, appear as a paid representative before the Board or any panel or committee of the Board, in relation to any case, proceeding, or application in which he/she personally participated during the period of his or her service or employment or that was under his/her active consideration.

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*The terms “interest” and “conflict” used throughout this policy have the same meanings given to those terms in NY General Municipal Law, Article 18.

Nothing herein 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, or any agency thereof on behalf of himself/herself or any member of his/her family arising out of any personal injury or property damage or for any lawful benefit authorized or permitted by law.

Distribution of Code of Ethics. Each officer and employee elected or appointed shall be furnished a copy before entering upon the duties of his/her office or employment.

Penalties. In addition to any penalty contained in any other provision of law, any person who knowingly and intentionally violates any of the provisions of this code may be fined, suspended or removed from office or employment, as the case may be, in the manner provided by law.

General Municipal Law
Section 806
Revised February 7, 1990

Approved: Board of Education
February 26, 2003

Approved: Board of Education
June 13, 2007

Approved: Board of Education
April 27, 2011

Approved: Board of Education
October 12, 2011

Approved: Board of Education
January 28, 2015

Approved: Board of Education
April 18, 2018

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Approved: Board of Education
May 26, 2021