

# POLICY

## GLEN RIDGE BOARD OF EDUCATION

### 3214 CONFLICT OF INTEREST

No teaching staff member of the Board of Education shall 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 the teaching staff member's duties.

No teaching staff member shall use or attempt to use his/her position to secure unwarranted privileges or advantages.

No teaching staff member of the Board shall act in his/her official capacity in any matter wherein he/she has a direct or indirect personal financial interest.

No teaching staff member of the Board shall 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 the teaching staff member in the discharge of his/her duties.

The Board of Education discourages the presentation of gifts to teaching staff members by pupils and their parent(s) or legal guardian(s), because it may embarrass pupils with limited means and give the appearance of currying favor.

The Board directs that teaching staff members instruct their pupils to express their appreciation by means other than gifts.

Pupils, parent(s) or legal guardian(s) and other patrons of the district shall be discouraged from the routine presentation of gifts to district employees. When a pupil feels a spontaneous desire to present a gift to a staff member, the gift shall not be elaborate or unduly expensive. The Board shall consider as always welcome, and in most cases more appropriate than gifts, the writing of letter to staff members expressing gratitude or appreciation.

This shall not be interpreted as intended to discourage acts of generosity in unusual situations, and simple remembrances

expressive of affection or gratitude shall not be regarded as violations of this rule.

#### FINANCIAL INTEREST

No teaching staff member of the Board of Education shall 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 the teaching staff member's duties.

No teaching staff member shall use or attempt to use his/her position to secure unwarranted privileges or advantages.

No teaching staff member of the Board shall act in his/her official capacity in any matter wherein he/she has a direct or indirect personal financial interest.

#### GIFTS

Gifts are neither expected nor encouraged. Gifts may be given by pupils, parents or guardians of pupils and members of the community to teaching staff members and other district employees as long as, in the discretion of the Superintendent or his or her designee, they are both appropriate and reasonable under the circumstances. As a general matter, gifts should be annual tokens of appreciation, or associated with an occasion, such as a holiday, birthday or wedding, or in sympathy, and should not be compensatory or intended to supplement or have the effect of supplementing the income of the recipient.

No teaching staff member of the Board shall accept any gift, favor, service or other thing of value from any number or combination of pupils, parents or guardians of pupils or members of the community: (1) 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 the teaching staff member in the discharge of his/her duties; (2) the cost or value of which is, in the discretion of the Superintendent, excessive.

No pupil, or parent or legal guardian of a pupil shall be compelled or unduly influenced, directly or indirectly, by any teacher, administrator, other pupil, or parent or legal guardian of a pupil to give or contribute to a gift for one or more teaching staff members or district employees.

Factors to consider in determining whether a gift is reasonable include: cost, frequency, the occasion on which it is given, and

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the age and nature of the relationship between the giver and the recipient. Cash gifts are not reasonable or appropriate under any circumstances. The Board shall consider as always welcome, and in most cases more appropriate than gifts, the writing of letter to staff members expressing gratitude or appreciation.

Pupils, parents or legal guardians of pupils, and other members of the community who wish to bestow a gift on one or more teaching staff members or district employees under circumstances which could arguably be deemed to be intended to influence the recipient, be excessive in cost or value, individually or in the aggregate, or otherwise contravene the spirit or letter of this policy, must obtain the approval of the Superintendent or his or her designee prior to taking any steps toward acquiring or bestowing the gift. Failure to do shall constitute grounds for the Superintendent's refusal to approve the bestowal of the gift, regardless of its appropriateness, or reasonable value or circumstances.

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

Adopted: 25 November 2002

Revised: 26 October 2016