

Descriptor Term: CONFLICT OF INTEREST

Descriptor Code: GACE

Rescinds: GAG

Board Approved: 6/26/2006

Previously Approved: 12/13/2004

The Board of Trustees will not vote to hire a potential employee who is related within the third degree by blood or marriage according to the common law to a majority of the members of the Board. No member of the Board will vote for any person as an employee who is related to him/her within the third degree by blood or marriage or who is financially dependent upon him/her. Any certified employee contract entered into in violation of this district policy will be null and void. §37-9-21

Further, no member of the Board or employee will use his/her official position to obtain pecuniary benefit for himself/herself other than that compensation provided for by law, or to obtain pecuniary benefit for any relative or any business with which he/she is associated. §25-4-105(1)

It shall be unlawful for any employee to have or own any direct or indirect interest individually or as agent or employee of any person, partnership, firm or corporation in any contract made or let by the Board of Trustees for the construction, repair, or improvement of any school facility, the furnishing of any supplies, materials, or other articles, the doing of any public work or the transportation of children or upon any subcontract arising therefrom or connected therewith in any manner. Any contract entered into in violation of the provisions of this section shall be void and of no effect. Any person who shall authorize or enter into any contract in violation of the provisions hereof, or who shall knowingly or willfully pay out or receive any money upon any such contract shall be civilly liable for the amount so paid or received, and, in the case of an official who has furnished a bond, the surety upon such bond shall likewise be liable for such amount. In addition thereto, any person who shall violate the provisions of this section shall be guilty of a misdemeanor and, upon conviction, shall be punished by a fine of not less than One Hundred Dollars (\$100.00) nor more than Five Hundred Dollars (\$500.00), or by imprisonment in the county jail not less than thirty (30) days nor more than ninety (90) days, or by both such fine and imprisonment, in the discretion of the court. _ 37-11-27 (1989)l

Additionally, the Superintendent, in making employee assignments, will undertake to insure that no employee is directly supervised by his or her spouse. Whenever such an assignment cannot be avoided, the Superintendent will justify the assignment to the Board of Trustees and receive special permission from the Board for such assignment. Further, no employee will have direct/indirect supervision of his spouse or his/her children.

The Board prohibits supervisory personnel from recommending potential employees to whom they are related within third degrees by blood or marriage according to common law.

The Superintendent's spouse may be employed by the Gulfport School District. The Board of

Trustees appoints the personnel officer as the Board's designee to accept the recommendation of a principal or department head for the employment of the spouse of the Superintendent and to transmit approved recommendations to the Board. This authorization is limited to a recommendation pertaining to the spouse of the Superintendent. _ 37-9-17