

EMPLOYMENT – CONFLICT OF INTEREST

It is the intent of this policy to avoid any situation wherein there can arise a conflict of interest either on the part of the member of the Board of Education or a member of the administrative staff or an agent of the District. Therefore:

1. Persons related by blood or marriage to a member of the Board of Education may be employed as a teacher only upon a two-thirds vote by the Board of Education.
2. Persons related by blood or marriage to a member of the administrative staff should not be appointed to a position that is a line relationship involving supervision and evaluation of the position.
3. No employee, officer, or agent may participate in the selection, award, or administration of a contract supported by a Federal award if he or she has a real or apparent conflict of interest. Such a conflict of interest would arise when the employee, officer, or agent, any member of his or her immediate family, his or her partner, or an organization which employs or is about to employ any of the parties indicated herein, has a financial or other interest in or a tangible personal benefit from a firm considered for a contract. The officers, employees, and agents may neither solicit nor accept gratuities, favors, or anything of monetary value from contractors or parties to subcontracts unless the gift is an unsolicited item of nominal value. The standards of conduct must provide for disciplinary actions to be applied for violations of such standards by officer, employees or agents of the School District
4. Substantial state and federal requirements exist pertaining to standards of conduct and conflict of interest. In accordance with the District's policy, East Ramapo Central School District maintains written standards of conduct covering conflicts of interest and governing the actions of its employees engaged in the selection, award, and administration of contracts. In addition to any penalty contained in any other provision of law, any person who shall knowingly and intentionally violate any of the provisions of these policies may be fined, suspended or removed from office or employment, as the case may be, in the manner provided by law.

Ref: Education Law §3016(2)
Uniform Grant Guidance 2 CFR 200.318 (c)(1)

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