

SALEM SCHOOL DISTRICT  
Salem, Connecticut

BY LAWS OF THE BOARD

CONFLICT OF INTEREST

The Board of Education desires its members not only to adhere to all laws regarding conflict of interest, but to be continually aware of situations which have the appearance of conflict of interest and to avoid actions that might embarrass themselves or the Board.

Two areas of Board operations must be guarded with particular care in order that there be no actual or apparent conflict of interest. These are the purchasing of any supplies, materials, equipment, or contractual services and the hiring of new personnel. Therefore:

1. No member of the Board may be employed for compensation by the school district. If a Board member is employed by the school district, he or she shall immediately resign as a member of the Board of Education.
2. No member of the Board shall have any direct pecuniary interest in a contract with the school district, nor shall he/she furnish directly any labor, equipment or supplies to the district. It is not the intent of this bylaw to prevent the district from contracting with corporations or businesses because a Board member is an employee of the firm. However, in such instances, the member may be expected to declare his/her association with the firm and will remain from debating or voting on the question.
3. If a member of the immediate family of a Board member – specifically parent/guardian, grandparent, spouse, child or grandchild – is being considered for employment, that member shall disqualify him/herself from participation or discussion or vote.
4. The Board shall not give preferential treatment to companies in which town officials or paid town employees have a major financial interest or to companies by which they are employed.
5. No Board member shall use his or her position to influence an employment or contractual decision other than those routinely made by the Board itself.

The mere fact that a Board member has a child in the school district does not preclude that Board member from voting on decisions for the school district and its children, which may also affect or benefit their child.

Legal reference: Connecticut General Statutes: 7-479 Conflict of interest (municipal employees). 10-156e Employees of board of education permitted to serve as elected officials; exception. 10-232 Restrictions on employment of members of the Board of Education.

1<sup>st</sup> Reading: March 26, 1996  
Policy Adopted: April 9, 1996