

<h1>POLICY</h1>	2024	1700
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Subject: Code of Ethics for All District Personnel

Section 1. An effective educational environment requires the service of men and women of integrity, high ideals, and human understanding. The School District mandates ethical conduct for public officers of the Board and employees of the District as a condition of employment. It is the purpose of this policy to promulgate these rules of ethical conduct for the officers and employees of the District. These rules shall serve as a guide for official conduct of the officers and employees of the District. The rules of ethical conduct of this local law as adopted, shall not conflict with, but shall be in addition to any prohibition of Article Eighteen of the General Municipal Law or any other general or specific law relating to ethical conduct and interest in contracts of officers and employees.

Section 2. Standards of Conduct. Every officer or employee of the School District shall be subject to and abide by the following standards of conduct:

(a) Gifts:

He/She will not, directly or indirectly, solicit any gift or accept or receive any gift having a value of \$50 (fifty) dollars or more, whether in the form of money, services, loan, travel, entertainment, hospitality, promise, or any other form, under circumstances in which it could reasonably be inferred that the gift was intended or expected to influence him/her in the performance of official duties, or was intended as a reward for any official action on his/her part.

(b) Confidential Information:

He/She will not disclose confidential information acquired by him/her in the course of his/her official duties or use such information to further his/her personal interest.

(c) Representation before one's own agency:

He/she will not receive, or enter into any agreement, expressed or implied, for compensation for services to be rendered in relation to any matter before any municipal agency of which he/she is an officer, member, or employee or of any municipal agency over which he/she has jurisdiction or to which he/she has the power to appoint any member, officer or employee.

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- (d) Representation before any agency for a contingent fee:
 He/she will not receive, or enter into any agreement, expressed or implied, for compensation for services to be rendered in relation to any matter before any agency of his/her municipality, whereby his/her compensation is to be independent or contingent upon any action by such agency with respect to such matter, provided that this paragraph shall not prohibit the fixing at any time of fees based upon the reasonable value of services rendered.

- (e) Disclosure of interest in legislation:
 To the extent that he/she knows therefore, a member of the Board of Education, any officer or employee of the School District, whether paid or unpaid, who participates in the discussion or gives official opinion to the Board of Education or any legislation before the Board of Education shall publicly disclose on the official record the nature and extent of any direct or indirect financial or other private interest he/she has in such legislation.

- (f) Investments in conflict with official duties:
 He/she will not invest or hold any investment directly or indirectly in any financial, business, commercial, or other private transaction, which creates a conflict with his/her official duties.

- (g) Private employment:
 He/she will not engage in, solicit, negotiate for or promise to accept private employment or render services for private interests when such employment or service creates a conflict with or impairs the proper discharge of his/her official duties.

- (h) Future employment:
 He/she will not, after the termination of service or employment with the School District, appear before any Board or agency of the School District in relation to any case, proceedings, or application in which he/she personally participated during the period of his/her service or employment or which was under his/her active consideration.

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(i) Plagiarism:

He/She will not take another person’s ideas and/or language and use the material as his or her own without proper acknowledgement through footnotes, endnotes, or notes within the text.

Section 3. 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.

Section 4. Distribution of Code of Ethics. The Superintendent of the School District will distribute a copy of this code of ethics to every officer and employee of the School District upon entering the duties of his/her office or employment.

Section 5. 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

Approved: Board of Education
July 25, 1990

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May 8, 2024