

Board of Education Policy

STAFF CONFLICT OF INTEREST

No person employed by the district shall hire, supervise, evaluate, promote, review or discipline any other employee who is a member of the same family. In the event that marriage, promotion or reorganization results in a situation not in compliance with this policy, reassignment or transfer will be effected, in accordance with the applicable provisions of any collective bargaining agreement, to correct the situation.

No person employed by the District shall negotiate or execute any contract on behalf of the District for the purchase, sale or lease of personal property, services of any nature, or for insurance, except in accordance with Sections 103, 103a, 104b, and any other applicable sections of the General Municipal Law, and other relevant statutes.

No person employed by the district shall allow any matter, concern, or interest (personal, financial or otherwise), to influence or interfere with the performance of his or her duties. Should such a matter, concern, or interest arise, the employee shall bring the matter to the attention of his or her supervisor to seek ways to reduce or eliminate the influence or interference.

The Board affirms its commitment to adhere scrupulously to all applicable provisions of law regarding material conflicts of interest.

Knowing or willful violation of this policy by any employee may result in disciplinary action up to and including dismissal, in accordance with Sections 3020-a of the Education Law and/or Section 75 of the Civil Service Law, as applicable.

Any officer, employee, or member of the public noting or suspecting a violation of this policy is encouraged to bring the matter, either in confidence or in public, to the Board or the Superintendent of Schools.

Reference: Education Law §§410, 3016
General Municipal Law Art. 18, §§801-812
Labor Law §201-d

Adopted: 02/13/1997

Reviewed: 11/18/2009 09/30/2015 01/23/2019 03/26/2025

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