

Ethics for School Officials 2026

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NEW JERSEY SCHOOL BOARDS ASSOCIATION
NJSBA

Presented by:
Field Services

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The content discussed in this presentation is for informational purposes only and not for the purpose of providing legal advice. The application and impact of laws can vary widely based on the specific facts involved. No action should be taken in reliance on information discussed in this presentation, and the NJSBA disclaims all liability for actions or not taken based on such content to the fullest extent permitted by law.

You should contact your board/school attorney for advice.

School Ethics Act

N.J.S.A. 18A:12-21 et seq. (P.L. 1991, c. 393)

It is essential that the conduct of members of local boards of education and local administrators hold the **respect** and **confidence** of the people.



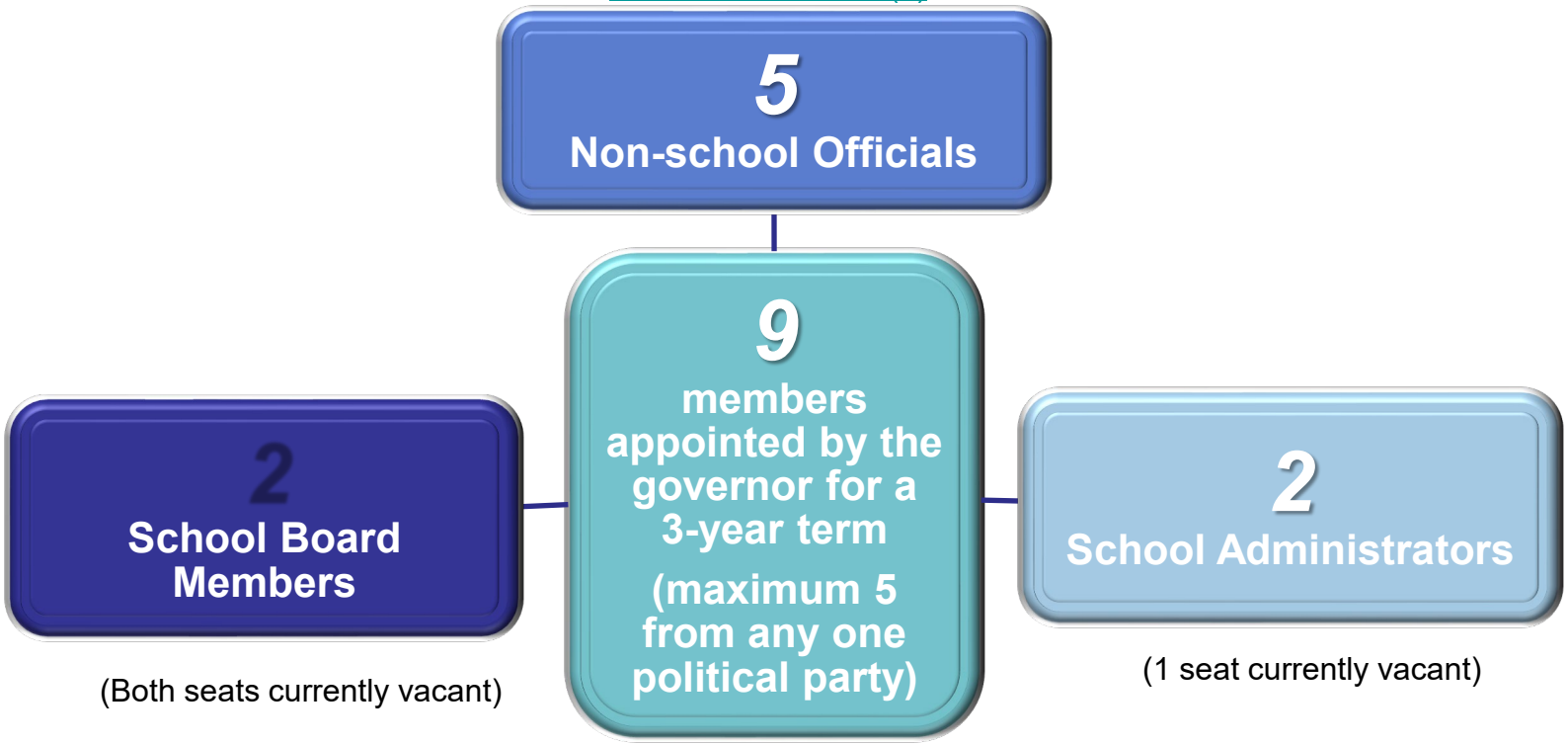
These board members and administrators must **avoid conduct** which is in **violation of their public trust** or which creates **a justifiable impression** among the public that such trust is being violated.

Considered to be the **minimum ethical standards** by which all school officials must abide. C13-24

Who Enforces the Act?

The School Ethics Commission is the body charged with enforcing the Act.

N.J.S.A. 18A:12-27 (a)



Provisions of the Act/Accountability

Provisions that Apply to **Board Members/Trustees Only**



Mandatory Training



Code of Ethics

Provisions that Apply to **ALL School Officials ***



Disclosure Statements



Prohibited Acts

* Board members/trustees, some NJSBA staff, and administrators who hold School Administrator, Principal, or Business Administrator certificate or hold a position responsible for hiring and/or property/services purchase recommendations.

What Training is Mandatory?

N.J.S.A. 18A:12-33

By 1st 90 days	Governance 1 (New Board Member Orientation) • Basic knowledge/skills, NJQSAC, HIB, CSA Evaluation, OPMA, Code of Ethics
By end of Year 2	Governance 2 • Finance/Student Achievement
By end of Year 3	Governance 3 • Policy/Labor Relations
By end of Year following every Reelection or Reappointment	Governance 4 • Legal Updates

NJSBA provides this training through multiple options:

- In-person
- Live-virtual
- Self-paced online

Financial and Personal/Relative Disclosure Statements



New School Officials:

Must file disclosure statement within **30 days of being sworn in** or started work (administrator).

Returning School Officials:

April 30 filing deadline.

Disclosure statements are public records on the SEC's website. A penalty may be imposed for failure to file a timely disclosure statement. N.J.A.C 6A:28-3.1-3.4

2025 Financial Disclosure Case

C85-24. A Board member inaccurately completed her 2024 Disclosure Statements when she did not include a business organization in which she and her spouse have an interest. Respondent knew or should have known that her Disclosure Statements were inaccurate when they were submitted. N.J.S.A. 18A:25(b,c), 18A:12-26(a)(4) Recommended Reprimand.



Numerous Financial Disclosure Statement cases occurred in 2025, with varying penalties. Therefore, it is important to complete the disclosure statements accurately and timely.

Code of Ethics
for School Board Members Only

a.

I will **uphold and enforce all laws, rules and regulations** of the State Board of Education, and court orders pertaining to schools. Desired changes shall be brought about only through legal and ethical procedures.

Standards

Factual evidence shall include a copy of a final decision from any court of law or administrative agency of this State demonstrating that the respondent(s) failed to enforce all laws, rules and regulations of the State Board of Education, and/or court orders pertaining to schools or that the respondent brought about changes through illegal or unethical procedures.

Code of Ethics (continued)

b.

I will make **decisions** in terms of the educational welfare of children and will seek to develop and maintain public schools that **meet the individual needs of all children** regardless of their ability, race, creed, sex, or social standing.

Standards

Factual evidence of a violation shall include evidence that the respondent(s) willfully made a decision contrary to the educational welfare of children, or evidence that the respondent(s) took deliberate action to obstruct the programs and policies designed to meet the individual needs of all children, regardless of their ability, race, color, creed or social standing.

Code of Ethics (continued)

c. I will confine my board action to **policy** making, **planning**, and **appraisal**, and I will help to frame policies and plans only after the board has consulted those who will be affected by them.

Standards

Factual evidence of a violation shall include evidence that the respondent(s) took official action to effectuate policies and plans without consulting those affected by such policies and plans or took action that was unrelated to the respondent's duty to: i. Develop the general rules and principles that guide the management of the school district, the charter school, or the renaissance school project; ii. Formulate the programs and methods to effectuate the goals of the school district, the charter school, or the renaissance school project; or iii. Ascertain the value or liability of a policy.

Code of Ethics (continued)

d. I will carry out my responsibility, **not to administer the schools**, but, together with my fellow board members, to see that they are well run.

Standards

Factual evidence of a violation shall include, but not be limited to, evidence that the respondent(s) gave a direct order to school personnel or became directly involved in activities or functions that are the responsibility of school personnel or the day-to-day administration of the school district, charter school, or the renaissance school project.

Code of Ethics (continued)

e.

I will recognize that authority rests with the board of education and will make **no personal promises nor take any private action** that may compromise the board.

Standards

Factual evidence of a violation shall include evidence that the respondent made personal promises or took action beyond the scope the respondent's duties such that, by its nature, had the potential to compromise the district board of education or the board of trustees.

Code of Ethics (continued)

f. I will refuse to surrender my independent judgment **to special interest or partisan political groups** or to use the schools for personal gain or for the gain of friends.

Standards

Factual evidence of a violation shall include evidence that the respondent(s) took action on behalf of, or at the request of, a special interest group or persons organized and voluntarily united in opinion and who adhere to a particular political party or cause; or evidence that the respondent(s) used the schools to acquire some benefit for the respondent(s), a member of the respondent's immediate family or a friend.

Code of Ethics (continued)

g. I will hold **confidential** all matters pertaining to the schools which, if disclosed, would needlessly injure individuals or the schools. In all other matters, I will provide accurate information and, in concert with my fellow board members, interpret to the staff the aspirations of the community for its school.

Standards

Factual evidence of a violation of the confidentiality provision shall include evidence that the respondent(s) took action to make public, reveal or disclose information that was not public under any laws, regulations or court orders of this State, or information that was otherwise confidential in accordance with board policies, procedures or practices. Factual evidence that the respondent(s) violated the inaccurate information provision shall include evidence that substantiates the inaccuracy of the information provided by the respondent(s) and evidence that establishes the inaccuracy was other than a reasonable mistake or personal opinion or was not attribute to developing circumstances.

Code of Ethics (continued)

h.

I will vote to **appoint the best qualified personnel** available after consideration of the recommendation of the chief administrative officer.

Standards

Factual evidence shall include evidence that the respondent(s) acted on a personnel matter without a recommendation of the chief administrative officer.

Code of Ethics (continued)

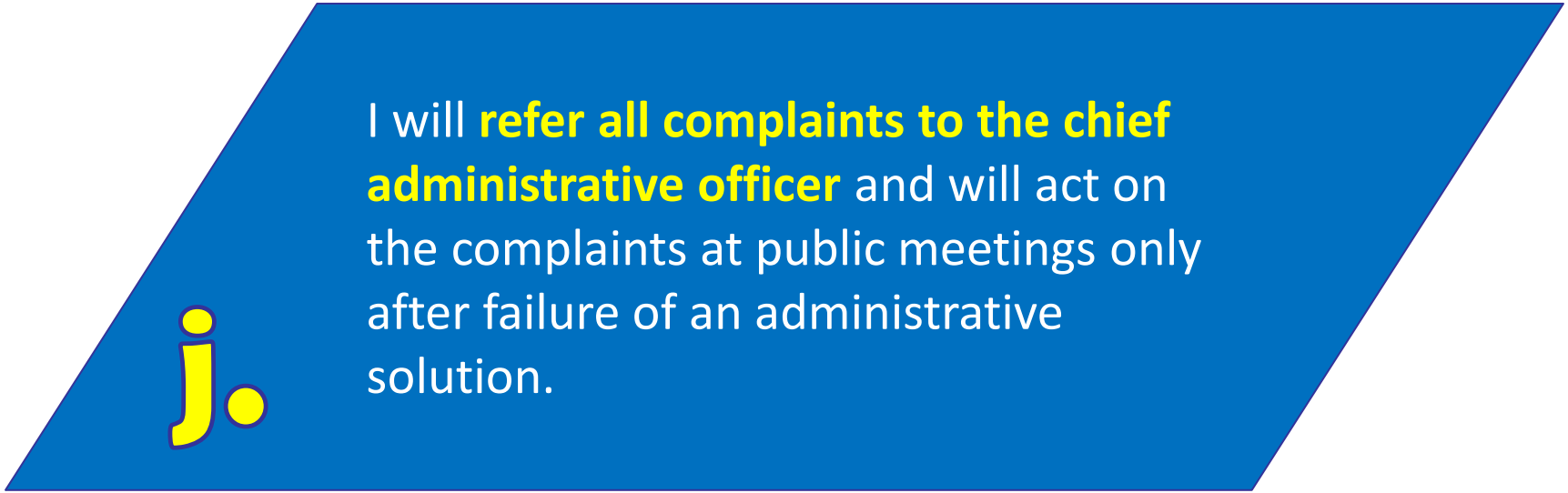
I will **support and protect school personnel** in proper performance of their duties.



Standards

Factual evidence of a violation shall include evidence that the respondent(s) took deliberate action that resulted in undermining, opposing, compromising or harming school personnel in the proper performance of their duties.

Code of Ethics (continued)



Standards

Factual evidence of a violation shall include evidence that the respondent(s) acted on or attempted to resolve a complaint, or conducted an investigation or inquiry related to a complaint: i. Prior to referral to the chief administrative officer; or ii. At a time or place other than a public meeting and prior to the failure of an administrative solution.

Ethics Complaint



Statement of specific facts in support of the allegation:

Date of occurrence: 180-day window.

I assert this to be a violation of: Section # of Act, for the following reason(s):

Factual evidence.

Any person may file a complaint with the SEC alleging a violation of the School Ethics Act.

The SEC will consider whether the facts and circumstances would lead a reasonable person to believe the Act has been violated.

An up to $500 fine can be imposed for a frivolous filing

18A:12-29(e)

Penalties/Sanctions
SEC Recommends to Commissioner



REPRIMAND - Rebuke by Commissioner that conduct violated standards but does not result in a formal resolution.



CENSURE - Formal disapproval by Commissioner publicized by adoption of resolution.



SUSPENSION - Barred from engaging any activity/matter for a designated period of time (30, 60 days, etc.)



REMOVAL - Immediate termination from Board membership or employment (if administrator).

**** Applies to accountability, as well as ethics ****

Advice of Counsel Defense for Penalties

Reliance on advice of counsel is not a defense to a violation, but rather only serves to mitigate the penalty.

Prerequisite factors to an "**advice of counsel"** defense for penalties:

1) Approval/advice was received prior to the action;
2) The individual who offered the advice or approval relied upon possessed authority or responsibility;
3) All pertinent facts and circumstances were fully disclosed; and
4) The individual complied with the advice received.



All four factors of the "advice of counsel" defense must be met. Very fact/case specific.

2025 Code of Ethics Cases

C51-22. A Board member told the public that the Board was prepared to reduce instructional time by forty minutes per day, after the Superintendent had explicitly told her numerous times that revealing the information would hurt the Board's position in union negotiations, respondent took action that, by its nature, may compromise the Board. Such action was outside the scope of her duties as a Board member, because she was advised in advance that Board members could not discuss details related to the Committee, notably while the Board was in the midst of negotiating with the union, but respondent nevertheless took it upon herself to reveal the information.
N.J.S.A. 18A:12-24.1(e, g, i) Recommended Censure.

C125-22. A Board member sent an email about attending SEPAG meeting as a member of SEPAG using her Board member email. In doing so, it creates a justifiable impression that objectivity or independence has been impaired.
N.J.S.A. 18A:12-24(d) Recommended Reprimand.



2025 Code of Ethics Case

C43-22, C44-22, and C62-22 consolidated. A Board member read another Board member's text message aloud at a public meeting, providing information about a school official.
N.J.S.A. 18A:12-24.1(e, g, i) Recommend Reprimand.

C78-23. A 15+ year Board member took inappropriate action that was beyond the role of a Board member. The action of the Board member usurped the authority of the Superintendent who is responsible for making disciplinary recommendations. The Board member took it upon themselves to go to the employee's home, pick up a letter, present it on behalf of the employee, directed the BA to not give a copy of the letter to the Superintendent, and then instead of recusing herself from the matter, in which she had a personal interest and personal involvement, the Board member advocated on behalf of the employee and questioned the Superintendent recommendation of an employee.
N.J.S.A. 18A:12-24(b)(g) and N.J.S.A. 18A:12-24.1(c)(d)(f)(j).
Recommended Suspension - 60 Days.



Recusal



Recusal – formally disqualify and remove oneself from participating in discussion and/or voting.

Recusal vs. Abstention

When a conflicted board member votes, there is a distinction between recusal and abstention. If a board member has a legal conflict of interest on a matter, they should ***RECUSE from the discussion and the vote*** – not abstain.

Abstaining from a matter is not sufficient to memorialize the fact that a board member has a legal conflict and not eligible/able to vote.

Board counsel should advise on how the recusal impacts both quorum and the recording of votes.

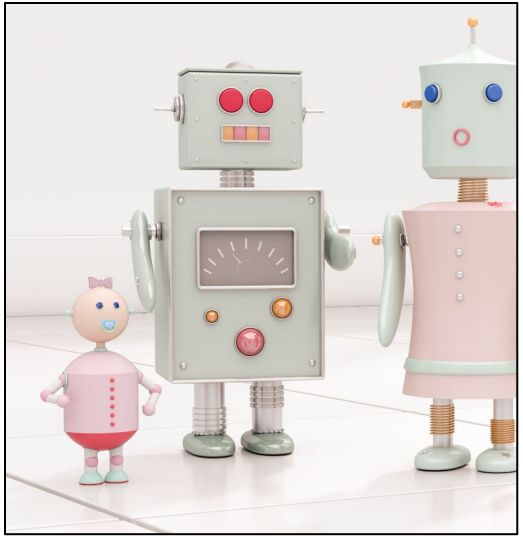
N.J.S.A. 6A:28-1.2

Relationship Definitions

N.J.A.C. 6A:23A-1.2

Immediate Family Member: spouse, civil union/domestic partner, or dependent child residing in the same household.

Relative: Spouse, civil union/domestic partner or parent, child, sibling, aunt, uncle, niece, nephew, grandparent, grandchild, son/daughter-in-law, stepparent, stepchild, stepbrother/sister, half-brother/sister of the individual or the individual's spouse or partner by blood, marriage, or adoption. (Nepotism law).



Although term "relative" does not appear in Prohibited Acts or Code of Ethics, **a relative can create a conflict**. Anyone not listed, may be considered an "other" if a conflict exists. A11-23 has a chart of who is/is not a relative.

Advisory Opinion

Any School Official
(or attorney on their behalf)



may request an Advisory Opinion from the SEC as to whether anticipated **future conduct** of a school official within the same district/school would constitute a violation of the Act in the SEC's opinion.

6 Members
of the SEC



may vote to direct the **opinion be made public***, removing identifiable information.

*** Need 6 votes from SEC to make opinion public – Opinion is made public when impact is far reaching**

Advisory Opinion

- An advisory opinion is an "opinion as to whether any proposed activity or conduct would in [the School Ethics Commission's] opinion constitute a violation of the provisions of [the School Ethics Act]." N.J.S.A. 18A:12-31.
- If the School Ethics Commission, the State administrative agency responsible for adjudicating violations of the School Ethics Act, has determined that the conduct which is the subject of an advisory opinion "would constitute" a violation of the School Ethics Act, school officials must avoid engaging in such conduct. Failure to do so would, following the filing of a complaint, likely lead to a violation and a recommended penalty.
- Look at existing Advisory Opinions before requesting one.

Link to Public Advisory Opinions:
https://www.nj.gov/education/legal/ethics/



If police tell you certain actions will result in arrest, do you test it or follow their guidance?

Advisory Opinions Released in 2025

Advisory Opinion	Brief Summary:
A22-25	Can the Board invoke the Doctrine of Necessity?
A21-25	Can Board members volunteer for businesses who donate to the district?
A20-25	Does a Board member who was denied employment have a conflict related to the Superintendent?
A19-25	Does a Board member's prior history prohibit them from participating in matters related to the Superintendent?
A18-25	Does a Board member's prior history prohibit them from participating in matters related to the Superintendent?
A17-25	Can Board members who received campaign support from district administrators participate in matters related to the administrators?
A16-25	Can a Board member who is in a relationship with the Business Administrator participate in matters?
A15-25	Can Board members who are employed by the City participate in matters related to the Superintendent?
A14-25	Can Board members who are named in a civil action participate in matters related to the Superintendent?
A13-25	Can a Board member hire a district teacher to tutor their child?

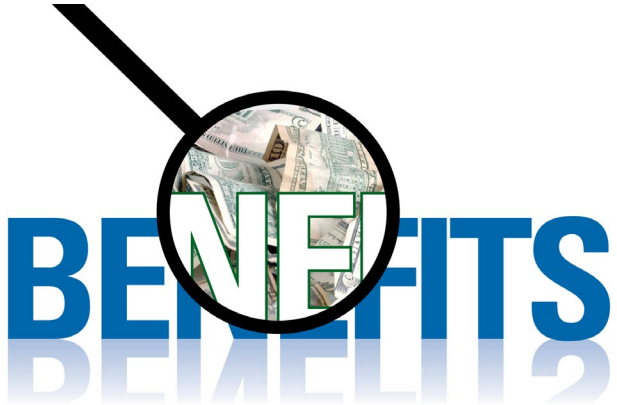
Advisory Opinions Released in 2025

Advisory Opinion	Brief Summary:
A12-25	Can a Board member advocate for their child?
A11-25	Does a Board member who supported the local union have a conflict related to negotiations?
A10-25	Can a Board member apply for a position in a sending school district?
A08-25	Does a Board member have a conflict related to the Superintendent because of prior history?
A07-25	Does a potential ethics complaint present a conflict?
A06-25	Can Board members participate in the sale/transfer of district property?
A05-25	Can the Board invoke the Doctrine of Necessity to balance committee membership?
A04-25	Can a Board member who is a member of a collective bargaining unit participate in matters related to the local union?
A02-25	Can a Board member participate in matters related to the Superintendent when the Superintendent filed a whistleblower action?
A01-25	Can a Board member hire an administrator?

Benefit

N.J.A.C. 6A:28-1.1

The Ethics regulations definition of a benefit: a direct or indirect advantage, profit, privilege or gain whether personal, financial, or otherwise.



The determinative factor is the **perception of the public, not the school official's belief** that they are able to be objective.

C42-23. A Board member spoke during the Board meeting about how he was running for General Assembly. He was using his position on the Board to solicit support and/or votes for his personal political campaign. He used the schools to acquire a personal benefit. Recommended Reprimand

Prohibited Acts (N.J.S.A. 18A:12-24)

Below is an excerpt. For full content see: https://www.nj.gov/education/ethics/coi.shtml

	Recuse yourself if there is a benefit to you (school official) or your immediate family due to:
a.	Business interest or professional activity in conflict.
b.	Use of position to secure unwarranted privileges, advantages or employment. Extends to "others" so may go beyond definition of immediate family.
c.	Financial involvement that may impair objectivity.
d.	Service or employment that may prejudice independent judgement.
e.	Gift, favor, etc. offered with intent to influence.
f.	Financial gain.
	Other Considerations:
g.	Shall not represent any person/party other than Board/district in matter before the Board.
h.	Not a conflict if not accruing a greater gain than any others.
i,j,k	(See N.J.S.A. 18A:12-24)

2025 Prohibited Acts Cases

C76-23. A Board member has a direct or indirect financial interest with votes on or about the law firm that provided her with free representation in the defense of an ethics charge. The Board member has a personal involvement with the law firm as it was providing her with legal representation, creating an attorney-client or personal relationship. The respondent had received legal defense without incurring costs in her defense of the personal ethics matter. Respondent voted to approve the payment of the law firm.
N.J.S.A. 18A:12-24(c) Recommended Censure.



C15-24. A respondent's child is a relative under the Act. Respondent lacked objectivity or independence when he participated in labor negotiations with the union of the administrator who supervised his child. Respondent used his position as Superintendent when he participated in labor negotiations with the union of the administrator who supervised his child and thus, he used or attempted to use his position to secure unwarranted privilege or advantage for a member of his immediate family.
N.J.S.A. 18A:12-24(b, c) Recommended Censure.

2025 Conflict/Benefit Cases

C64-22, C77-22, and C92-22 (consolidated). A Board member used their position as a Board member to secure privilege and advantage of using Board counsel to represent her in an ethics proceeding. Board member authorized taxpayer funds to be used to file ethics charges against another duly elected Board member. The Board member has a financial involvement (free legal representation), which would impair objectivity or independence of judgement since the filing was in the Board member's name. A Board is not permitted to file ethics charges since it must be by an individual, so the filing was outside the role of the Board.
N.J.S.A. 18A:12-24(b, c, f) 18A:12-24.1(c, e, f) Recommended Censure.

C75-18. A board member was promoting his nonprofit to the parents in his community, as well as to the staff and teachers. The determinative factor is the public's perception and not the school official's belief as to whether he could participate in a matter objectively.
N.J.S.A. 18A:12-24(c) Recommended Reprimand.



2025 Conflict/Benefit Case

C35-21. A Board member has “others” as known individuals through a program, where the Board member held leadership roles and they coached together in that capacity. The Board member used or attempted to use his position on the Board to secure unwarranted privileges, advantages, or employment for the two “others”. The district was not looking for a new wrestling coach as the position was not posted, and resumes were not collected. The respondent sent the resumes of the “others” to the AD and submitted an email advocating for a coaching change. The respondent emailed the Board members on the day of the Board meeting and asked that the approval of the wrestling coach be removed from the agenda and/or the Board members join him in voting against reappointing the current coach. Respondent forwarded the two resumes along with information regarding a harassment complaint involving the current coach to cast doubt on his character and persuade Board members to remove him and hire one of his choices for coach instead.

N.J.S.A. 18A:12-24(b) Recommended Reprimand.



2025 Conflict/Benefit Case

C109-22. A Board member attempted to use her Board position to secure business relationships with vendors for her separate nonprofit. The respondent introduced herself as a Board member and then proceeded to promote her nonprofit. It is the public's perception and not the school official's belief as to whether he could participate in a matter objectively. The respondent used her office for financial gain for herself by securing business relationships with vendors for her separate nonprofit. The respondent should have listed the nonprofit on the financial disclosure statement.
N.J.S.A. 18A:12-24(b, c, f) 18A:12-26(a)(4) Recommended Censure.



2025 Conflict of Interest Cases

C24-18. A Board member who was conflicted was involved in the Personnel committee discussion that involved the Superintendent's employment, the respondent violated (b). There was no evidence showing what the Board attorney told the respondent to do or not to do, nor whether he disregarded such advice, thus the advice of counsel defense cannot be used. The Board member is required to undergo ethics training and therefore is obligated to recognize his own conflicts and recuse himself when a conflict exists.
N.J.S.A. 18A:12-24(b, c) Recommended Censure.

C115-22. A Board member should not be contacting the Superintendent or Board President about any matter involving her spouse, even if she believes it to be minor. The respondent could have referred all calls from the public to the Superintendent to allow for proper notification and handling of the agenda item. .
N.J.S.A. 18A:12-24(b) 18A:12-24.1(d) Recommended Reprimand.



Personnel

May not hire the relative of a board member or chief school administrator.

(Limited exceptions.)

If the relative already works in the district:



An administrator may not exercise direct or indirect authority over their relative.



A board member may not take part in employment matters concerning CSA or supervisors in chain of command between the relative and CSA.



A board member may not take part in the search, selection or vote to hire a new CSA, and post-hire evaluations and contract discussions.

Impact on Committee Assignments when Relative Works In-District

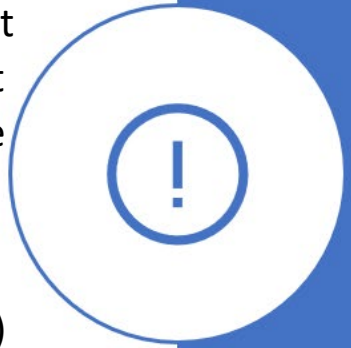
A05-23: Board president - child is instructional assistant.

Cannot choose the chair/committee members nor be on any committee(s) that remotely touches upon or directly relates to the family members' employment including, but not limited to personnel, negotiations, instructional, and finance committees.

Board member's spouse works in technology department.

Cannot be involved in any and all matters (including service on a committee(s)) that remotely touch upon or directly relate to the spouse's employment including, without limitation, the personnel, negotiations, and/or finance committees.

C07-24: Board member's domestic partner is transportation specialist. SEC advised would be prudent not to serve on the transportation committee.



Collective Bargaining

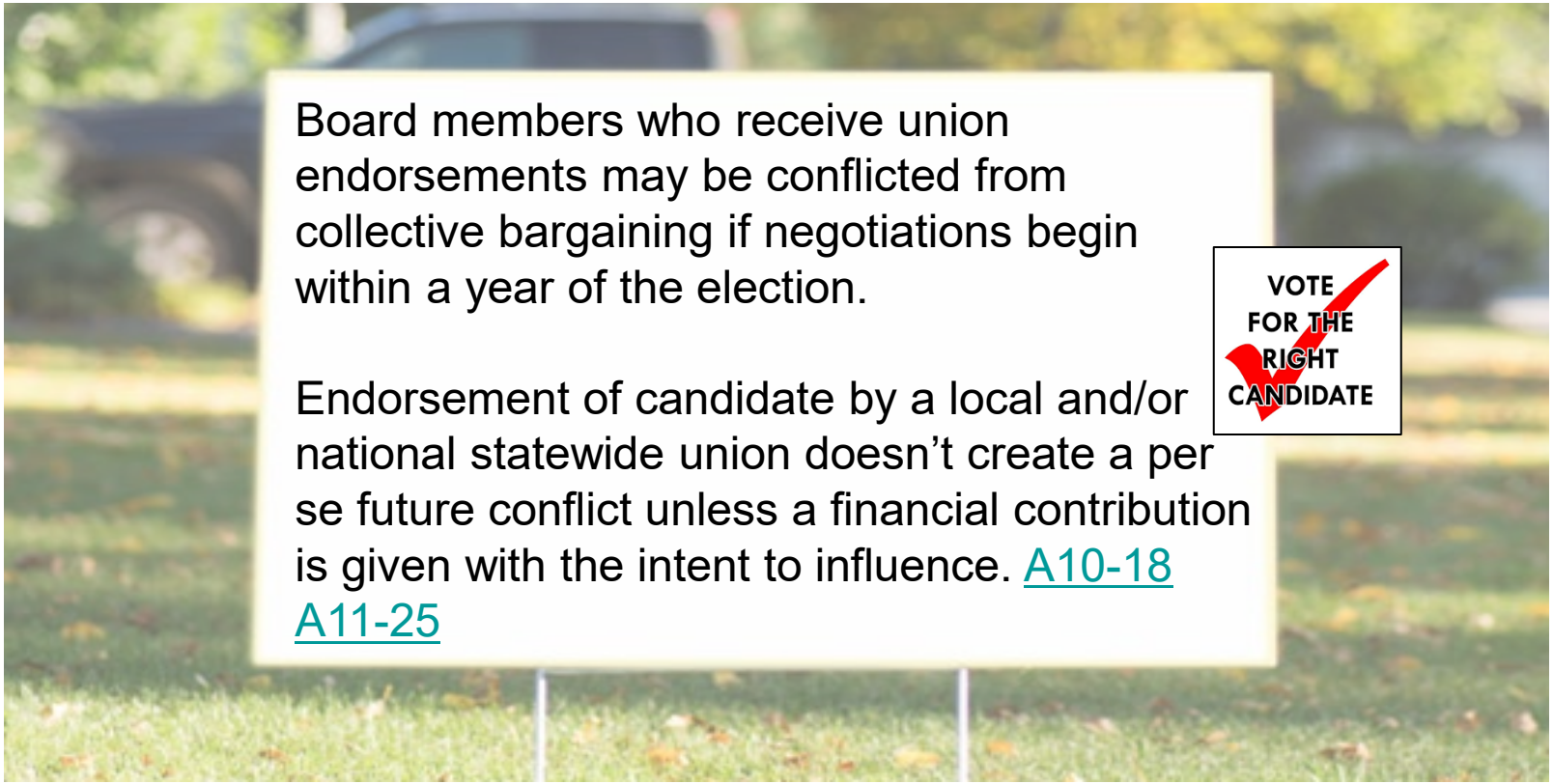
A24-17 A13-24

Relationship to Board Member	Works in District	Current Member of a Statewide Public Teachers' Union	Participate in Negotiations	Vote to Ratify the Contract
• Immediate Family Member or Relative	Yes	No/No	No	No
• Self • Immediate Family Member	No	Yes	No	Yes* **
• Relative	No	No	Yes*	Yes*

* Absent another conflict –Heightened union involvement, linkage

** After Memorandum of Agreement, salary guides, total compensation package attained.

Campaigns & Collective Bargaining



Board members who receive union endorsements may be conflicted from collective bargaining if negotiations begin within a year of the election.

Endorsement of candidate by a local and/or national statewide union doesn't create a per se future conflict unless a financial contribution is given with the intent to influence. A10-18 A11-25

Volunteering in School

A07-00, A32-14, A10-15, A17-15, A15-18, A21-25

Volunteerism in the school is not discouraged, but it must be carried out within the obligations of the School Ethics Act. The SEC considers the **degree of**:

Involvement
with staff and students
(Frequency/Level of Interaction)

Authority
to give and receive directions/ orders to staff/students and resources/funds

Code of Ethics	Volunteer Activity
(c)…confine my board action to policy making, planning, and appraisal.	An active presence in the school with heightened involvement in school-sponsored activities with regular contact with students, parents, and staff is acting beyond one's duties.
(d)…to not administer the schools.	Giving/receiving directions/orders from staff and becoming directly involved in activities/functions that are the responsibility of school personnel may be perceived as administering the schools.
(e)…nor take any private action that may compromise the Board.	Significant involvement in school events may blur the line between colleague and school official and may come under scrutiny when participating in negotiations or voting on the contracts/salaries of the individuals you worked so closely with.

Visiting a School

Suggested:

- Advise superintendent you will be in school as parent/volunteer
- Refrain from any related Board discussion or vote
- Stay on point with purpose of visit



Social Media

When a board member makes a statement, the SEC must consider the **content**, **substance**, and **context** of the statement and determine if a reasonable person would believe the statement was made in their official capacity.

Is there a NEXUS between the post and the role/membership on the Board?





Social Media Disclaimer

Using a disclaimer can help to clarify if a member is speaking in his or her official capacity and pursuant to his or her official duties; however, the presence of a disclaimer is not dispositive.

Suggested SEC disclaimer

"The following statements are made in my capacity as a private citizen, and not in my capacity as a board member. These statements are also not representative of the Board or its individual members and solely represent my own personal opinions."



Using both parts of the disclaimer provides clarity.

A member endorsed some board candidates and advocated against a candidate. The disclaimer only indicated the opinions were his own and did not include that the views were not representative of the Board, creating the appearance the entire Board endorsed certain candidates. 208-21 SEC

2025 Social Media Cases

C74-23. A Board member's comments not only had the potential to compromise the Board but did compromise the Board. Staff members expressed concerns about "What was going to happen to the material they were teaching in their classrooms" based on the respondent's comments to social media. Even though the Board was not currently engaged in deliberations regarding the removal or approval of history books from the school curriculum or school library at the time of the respondent's posts, the Board has the power and authority to review and remove books from the school library, as well as to decide which books should be included in or are appropriate for school curriculums. N.J.S.A. 18A:12-24.1(e) Recommended Reprimand.



C75-21 and C37-22. A board member referenced the Board and Board matters throughout the posts and used "we" to discuss Board matters. The posts were beyond the scope of her duties that has the potential to compromise the Board. The respondent's posts endorsing a candidate for School Board elections were posts in her official capacity as Board member where she surrendered her independent judgement as a Board member to support a particular political group and acquired a benefit for her friends by encouraging the election of a group in her official capacity as a Board member.
N.J.S.A. 18A:12-24(b) 18A:12-24.1(e, f) Recommended Reprimand.

Important Information to Keep In Mind



- Texting from the Board table could result in someone filing an OPRA request for your phone records.
- An ethics complaint will need to show a nexus between the action or information sharing and your role as a Board member.
- You are your child's advocate first and foremost. When meeting with staff as the parent of your child, don't state that you are a Board member. A12-25
- Refrain from using your campaign social media pages because your platform you ran on may be viewed as the position of the Board. C106-22
- If you administer a social media page, you could be linked to the content posted on that page. C64-23

Resources

A11-23 Relative Chart	https://www.nj.gov/education/legal/ethics/advisory/cat5/A11-23%20-%20PUBLIC.pdf
School Ethics Act	https://www.nj.gov/education/ethics/act.shtml
School Ethics Commission Decisions	https://www.nj.gov/education/legal/ethics/
FAQ – Request Advisory Opinion	https://www.nj.gov/education/ethics/advisory.shtml
School Ethics Commission	https://www.nj.gov/education/ethics/

Thank You for Serving Your Community



It is recognized that you, as a member of the Board, are contributing your valuable time, skill and effort to the community you serve. This service, in itself, is among the most important kind of volunteerism in which an individual can engage.

A17-15