Merchantville Board of Education 130 South Centre Street Merchantville, NJ 08109	File Code : 4119.21 / 4219.21 Proposed : 10/14/2008 Adopted : 10/28/2008 Revised : 08/24/2021 Reviewed : 05/06/2024

Conflict of Interest

An employee of the board shall not have any interest, financial or otherwise, direct or indirect, or engage in any business or transaction or professional activity which is in conflict with the proper discharge of his/her duties.

An employee of the board shall not use or attempt to use his/her position to secure unwarranted privileges or advantages for himself/herself or others.

An employee of the board shall not act in his/her official capacity in any matter wherein he/she has a direct or indirect personal financial interest such as selection or purchase of any textbook or other materials on which he/she receives a royalty.

An employee of the board shall not accept any benefit, favor, service or other thing of value under circumstances from which it might be reasonably inferred that such benefit, service or other thing of value was given or offered for the purpose of influencing him/her in the discharge of his/her duties.

Bribery and corrupt practices by employees as described in the criminal justice code are forbidden and shall be prosecuted to the full extent of the law.

Political Activities of Staff

All employees are prohibited from engaging in campaign activities on school property that potentially present a conflict of interest.

All employees are prohibited from engaging in any activity in the presence of students during performance of the employees' duties, which activity is intended or designed to promote, further or assert a position on any voting issue, board issue, or collective bargaining issue.

Prohibited Activities

The following political activities are prohibited on school district premises:

A. Posting of political circulars or petitions on bulletin boards;

B. Distribution of political circulars or petitions to employees including use of staff mail boxes except when delivered as part of the United States mail;

C. Collection of and solicitation for campaign funds or contributions;

D. Solicitation for campaign workers;

E. Use of students for writing or addressing political materials or the distribution of such materials to or by students;

F. Display of any materials that promote the candidacy of any candidate for office by a person working on an Election Day in a district facility used as a polling place.

Permitted Activities

The following political activities are permitted on school district premises:

A. Conduct of student and employee elections and any campaigning connected with these elections;

B. Classroom discussion and study of politics and political issues, when such discussion and study are appropriate to studies;

C. Distribution of political materials when approved by the chief school administrator and relevant to the class, curriculum, and maturity of students.

Employee Office Holders

Employees who hold elective or appointed office other than state legislator or county freeholder, as provided in statute, are not entitled to time off from their school duties for reasons incident to such offices, except as such time may qualify under the leave policies of the district or a currently valid negotiated agreement.

Disciplinary Action

Violations of this policy may result in disciplinary action.

Key Words

Royalties, Conflict of Interest, Political Activity of Staff

Legal References:	N.J.S.A. 2C:27-1 et seq. See particularly: N.J.S.A. 2C:27-5, -10, -11	Bribery and Corrupt Influence
	N.J.S.A. 18A:6-8	Interest of school officers, etc., in sale of textbooks or supplies; royalties
	N.J.S.A. 18A:6-8.4	Right to hold elective or appointive state, county or municipal office
	N.J.S.A. 18A:11-1	General mandatory powers and duties
	N.J.S.A. 18A:12-21 et seq. See particularly: N.J.S.A. 18A:12-24	School Ethics Act
	N.J.S.A. 18A:54-20	Powers of board (county vocational schools)
	N.J.S.A. 19:34-15	Electioneering within or about polling place; misdemeanor
	N.J.A.C. 6A:4-1.1 et seq.	Appeals

N.J.A.C. 6A:28-1.1 et seq. School Ethics Commission

Green Township Education Association v. Rowe, et al., 328 N.J. Super 525 (App. Div. 2000)

Possible Cross References:

*1140	Distribution of materials by pupils and staff
1313	Gifts to district employees
*4112.8	Nepotism
4117.50	Standards for staff discipline
4118.2	Freedom of speech
*4119.22	Conduct and dress
*4119.23	Employee substance abuse
*4138	Nonschool employment
*4212.8	Nepotism
*9270	Conflict of interest

*Indicates policy is included in the Critical Policy Reference Manual.