

### **CONFLICT OF INTEREST**

The Board of Education accepts the responsibility of governing the operation of the District in the best interests of the total community. Individual members all subscribe to the philosophy and guidelines for action in bylaw #9271 Code of Ethics. The Board as a body, and the members individually, wish at all times to avoid attitudes and actions that might give rise to public questioning of the integrity of any Board decision.

For the purpose of this bylaw, family member shall be defined as grandparent, parent, spouse or civil union partner, child, grandchild or sibling, whether by blood or marriage.

All Board members shall comply with all statutory, code, case law and ethics requirements. These include but are not limited to:

- A. No Board member shall be appointed or hold any form of paid employment within the District while he/she is serving, or for six months after leaving office.
- B. No Board member shall participate in any way in the employment, appointment, terms and conditions of employment, performance evaluation of or promotion of his/her family member.
- C. No Board member shall discuss or vote on a proposed collective bargaining agreement with a local bargaining unit; participate in any way as a member of the negotiating team; be present in closed session when the Board is discussing negotiation strategies nor participate in negotiations in any way when his/her family member belongs to that bargaining unit.
- D. No Board member who is a member of the same statewide union or whose immediate family member is a member of that same statewide union shall participate in any way in negotiations, prior to the Board's attaining a tentative memorandum of agreement with the bargaining unit. Specifically, the Board member shall not be a member of the negotiating team and shall not be present with the Board in closed session when negotiation strategies are being discussed prior to the establishment of a tentative memorandum of agreement. Once the tentative agreement is established, the Board member may fully participate, including voting on the collective bargaining agreement. .
- E. No Board member shall use, attempt to use, or allow to be used any property owned or leased by the School District for the purpose of securing financial gain for the Board member, a family member, a political organization, or a business in which the Board member or a family member has an interest or which employs or provides compensation to the Board member or family member.
- F. No Board member shall use, attempt to use, or allow to be used his/her position for the purpose of securing financial gain for the Board member, a family member, a political organization, or a business in which the Board member or a family member has an interest or which employs or provides compensation to the Board member or family member.
- G. No Board member shall use, attempt to use, or allow to be used any information which is not generally available to the public, and which the Board member acquired by reason of his/her position, for the purpose of securing financial gain for the Board member, family member, a political organization, or a business in which the Board member or family member has an interest or which employs or provides compensation to the Board member or family member.

**CONFLICT OF INTEREST (continued)**

- H. No Board member shall solicit, accept, or agree to accept, either directly or indirectly, any gift, loan, political contribution, service, promise of future employment, or other thing of value of the Board member knows or reasonably should know that the gift, loan, political contribution, service, promise of future employment, or other thing of value was given or offered for the purpose of influencing the Board member, directly or indirectly, in the discharge of his/her duties.
- I. No Board member shall direct or request that any person or business which is a party to a contract with the School District perform, whether for compensation or not, any services for, or contribute anything of value to, a political organization.
- J. No Board Member who has an immediate relative – grandparent, parent, spouse or civil union partner, child, grandchild, or sibling, whether by blood or marriage – employed by the District, may participate in the search, selection or vote for a new Superintendent. Such Board Members are also prohibited from participating in or voting on evaluations, salary and renewals or nonrenewals of a contract.
- K. No Board member shall use his/her position to direct or request that any other school official or any person employed by the School District perform any services, whether for compensation or not, for, or contribute anything of value to, a political organization.
- L. No Board member shall participate in any way in School District action which he/she knows or reasonably should know would result in the payment of School District funds, from whatever source derived, to the Board member, family member, a political organization, or a business in which the Board member or family member has an interest or which employs or provides compensation to the Board member or family member.
- M. Nothing in this bylaw shall be construed to prohibit a Board member from taking action in an official capacity if by reason of that action no benefit or detriment could reasonably be expected to accrue to the Board member or a family member as a member of a group to any greater extent than any such benefit or detriment could reasonably be expected to accrue to any other member of such group.
- N. Board members are not generally prohibited from volunteering in activities in their district.
  - 1. A Board member may not volunteer in a position to generally oversee staff or students and/or be subordinate to or have oversight over staff.
  - 2. A Board member may volunteer to perform intermittent, non-executive types of acts.
- O. No Board member shall serve as mayor or as a member of the municipal governing body of the District.

<b><u>Legal References:</u></b>	<u>N.J.S.A.</u> 18A:6-8	Interest of school officers, etc., in sale of textbooks or supplies; royalties
	<u>N.J.S.A.</u> 18A:6-8.4	Right to hold elective or appointive state, county or municipal office
	<u>N.J.S.A.</u> 18A:12-1.1	Ineligibility for appointment to paid office or position filled by Board
	<u>N.J.S.A.</u> 18A:12-2	Inconsistent interests or office prohibited
	<u>N.J.S.A.</u> 18A:12-21 <u>et seq.</u>	School Ethics Act
	<u>N.J.S.A.</u> 52:13D-12 <u>et seq.</u>	Legislative findings ... (regarding conflict of interest)
	<u>N.J.A.C.</u> 6A:4-1.1 <u>et seq.</u>	Appeals
	<u>N.J.A.C.</u> 6A:28-1.1 <u>et seq.</u>	School Ethics Commission

**CONFLICT OF INTEREST (continued)**

**Legal References:** (continued)

Visotcky v. City Council of Garfield, 113 N.J. Super. 263 (App. Div. 1971)

Vittoria v. West Orange Board of Education, 122 N.J. Super. 340 (App. Div. 1973)

Elms v. Mt. Olive Board of Education, 1977 S.L.D. 713

Scola v. Ringwood Board of Education, 1978 S.L.D. 413

Salerno v. Old Bridge Township Board of Education, 1984 S.L.D. (April 23)

Scannella v. Scudillo, School Ethics Decision, Complaint No. C-14-93

In the Matter of Frank Pannucci, 2000 S.L.D. March 1, State Board Rev'g Commissioner 97

School Ethics Commission, Advisory Opinion, A01-93

School Ethics Commission, Advisory Opinion, A10-93

School Ethics Commission, Advisory Opinion, A021-93

School Ethics Commission, Advisory Opinion, A07-94

School Ethics Commission, Advisory Opinion, A33-95

School Ethics Commission, Advisory Opinion, A02-00

School Ethics Commission, Advisory Opinion, A14-00

School Ethics Commission, Advisory Opinion, A17-15

**Cross References:** \*2131 Superintendent  
\*4112.8 Nepotism  
\*4212.8 Nepotism  
\*9271 Code of ethics

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

**Key Words**

Conflict of Interest, Board Member Conflict of Interest, Board Member Ethics, Ethics

Approved: June 19, 1989

Revised: August 25, 2003, June 23, 2008, May 13, 2013, January 6, 2016