

**CRANFORD PUBLIC SCHOOLS
CRANFORD, NEW JERSEY**

POLICY: 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 gift, favor, service or other thing of value under circumstances from which it might be reasonably inferred that such gift, 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 active campaigning on school property on behalf of any candidate for local, state or national office.

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.

Disciplinary Action

Violations of this policy may result in disciplinary action.

N.J.S.A. 18A:12-24 sets ethical parameters for the board to follow in hiring relatives of school officials.

N.J.S.A. 18A:14-72 prohibits electioneering within 100 feet of a polling place on the day of an election.

N.J.A.C. 6:3-9.1 et seq. defines the purpose, authority and operating procedures of the School Ethics Commission.

<u>Legal References:</u>	<u>N.J.S.A.</u> 2C:27-1 <u>et seq.</u> <u>See particularly:</u> <u>N.J.S.A.</u> 2C:27-5, -10, -11 <u>N.J.S.A.</u> 18A:6-8 <u>N.J.S.A.</u> 18A:6-8.4 <u>N.J.S.A.</u> 18A:11-1 <u>N.J.S.A.</u> 18A:12-21 <u>et seq.</u> School Ethics Act <u>See particularly:</u> <u>N.J.S.A.</u> 18A:12-24 <u>N.J.S.A.</u> 18A:54-20 <u>N.J.S.A.</u> 19:34-15	Bribery and Corrupt Influence Interest of school officers, etc., in sale of textbooks or supplies; royalties Right to hold elective or appointive state, county or municipal office General mandatory powers and duties Powers of board (county vocational schools) Electioneering within or about polling place; misdemeanor
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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
*4212.8	Nepotism
4217.50	Standards for staff discipline
4218.2	Freedom of speech
*4219.22	Conduct and dress
*4219.23	Employee substance abuse
*4238	Nonschool employment

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

Adopted: January 16, 1979
Revised: April 14, 1997
Revised: October 27, 2008