

POLICY RELATING TO PERSONNEL MANAGEMENT

EMPLOYEE CONFLICT OF INTEREST

No employee shall recklessly fail to perform a duty expressly imposed by law with respect to his/her office, or recklessly do any act expressly forbidden by law with respects to the employee's office.

Nepotism - The District shall not hire members of the immediate family of a professional or support staff employee in the same administrative unit or under the same immediate supervisor as the employee. At no time, after the adoption of this policy, may administrators be directly responsible for the supervision or evaluation of members of their immediate family or household without consent of administration.

Investments in Conflict with Official Duties - Employees shall not invest or hold any investment directly or indirectly in any financial, business, commercial, or other private transaction that creates a conflict with school duties.

Private Employment Outside Activities- Employees shall not engage in, solicit, negotiate for, or promise to accept private employment or render services for private interests when such employment or service creates a conflict with or impairs the proper discharge of official school duties. Neither shall employees engage in any private business or other non District activities on school property nor during their regular working hours nor during the additional time they need to fulfill the responsibilities of the position. Employees shall not use any District equipment or materials in performing work not related to their official school duties.

Future Employment - Employees shall not, after the termination of service or employment with the District, appear before the School Committee or any school district agency on behalf of themselves or third parties in relation to any case, preceding, or application in which they personally participated during the period of their service, or employment, or which was under their active consideration.

Legal Reference: Massachusetts General Laws, Chapter 268 A

First Reading: 04/10/95

Second Reading: 05/09/95

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