

**CONFLICT OF INTEREST**

An employee of the Board of Education (BOE) 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 BOE 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 BOE 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 BOE 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.

**Disciplinary Action**

Violations of this policy may result in disciplinary action.

**Reviewed and readopted: July 20, 2015**

**First reading: September 13, 2010**

**Second reading: September 27, 2010**

**Legal References:**

N.J.S.A. 2C:27-1 et seq. Bribery and Corrupt Influence

See particularly:

N.J.S.A. 2C:27-5,-10,-11

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. School Ethics Act

See particularly:

N.J.S.A. 18A:12-24

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

\*4119.22 Conduct and Dress

\*4119.23 Employee Substance Abuse

\*4138 Nonschool Employment

\*9270 Conflict of Interest

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