

SPRINGFIELD PUBLIC SCHOOLS
Springfield New Jersey 07081

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.

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 working in a facility of this district which is used as a polling place are prohibited on an officially declared election day from displaying any materials that would promote the election of any candidate or opinions on voting issues.

Disciplinary Action

Violations of this policy may result in disciplinary action.

Legal References:

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

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
N.J.S.A. 18A:12-24
N.J.S.A. 18A:14-72 Obstructing elections; electioneering near polling place prohibited
N.J.S.A. 18A:54-20 Powers of board (county vocational schools)
N.J.A.C. 6:2-1.1 et seq. Appeals
N.J.A.C. 6:3-9.1 et seq. School Ethics Commission

Cross References:

1140 Distribution of materials by pupils and staff
4112.8 Nepotism
4119.22 Conduct and dress
4119.23 Employee substance abuse
4138 Nonschool employment
4212.8 Nepotism
9270 Conflict of interest

Adopted: June 30, 1997

Revised: November 19, 2007