

STAFF ETHICS / CONFLICT OF INTEREST

The School Committee expects members of its staff to be familiar with the code of ethics and/or standards of conduct that apply to their profession and to adhere to such guidelines in their relationships with students, parents, coworkers, and officials of the school system. Such guidelines are articulated in the Educator's Code of Ethics and outlined in the Hourly Employee Work and Salary Guidelines.

No employee of the District will engage in or have a financial interest in, directly or indirectly, any activity that conflicts or raises a reasonable question of conflict with his duties and responsibilities in the school system. Nor will any staff member engage in any type of private business during school time or on school property.

Employees will not engage in work of any type where information concerning customer, client, or employer originates from any information available to them through school sources.

Moreover, as there should be no conflict of interest in the supervision and evaluation of employees, at no time may any administrator responsible for the supervision and/or evaluation of an employee be directly related to him/her.

In order to avoid the appearance of any possible conflict, it is the policy of the School Committee that no employee be hired who is a member of the immediate family of any member of the School Committee or any administrator of the School District. This provision will not affect anyone currently employed in the District that may be related to either a School Committee member or an administrator but no promotions or hiring in the future will be exempt from this provision.

The School Committees recognize that nepotism in the school system can be detrimental to the efficient conduct of business. No person shall be employed under circumstances which are in violation of Conflict of Interest laws and regulations.

LEGAL REFS.: M.G.L.
[71:52](#); 268A et seq.

CROSS REF: Educator's Code of Ethics
Hourly Employee Work and Salary Guidelines

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