

PERSONNEL

Conflict of Interest

Employees of the district, consultants or advisors, shall avoid any conflict of interest in matters of employment, encumbrance of funds or educational practice. A conflict of interest is defined as using district confidential information or resources, property or funds for personal or financial gain as well as soliciting or accepting a gift from a person doing business with the district. Therefore, no employee, consultant or advisor shall engage in, or be party to, any of the following activities:

1. disclosure or release of confidential information not otherwise available to members of the general public in advance of the time prescribed for the release, provided, however, that this provision shall not prevent an employee from divulging or releasing confidential information regarding suspected violations of law;
2. benefiting financially from confidential information obtained by reason of his/her position;
3. using personnel, property or funds of the school district for personal gain;
4. soliciting or accepting a gift or loan of money, goods, services or other things of value that tend to influence, or has the appearance of influencing, the manner in which the employee performs his/her duties.

Further, no employee shall knowingly authorize or use his/her office to secure authorization of any contract or to secure the investment of public funds in any business in which he/she, or a member of his/her family or contractual household or a business associate, has any management or controlling interest.

Pursuant to state and federal law, no employee shall have an interest, direct or indirect, in any contract with the district when the individual has the authority to:

- a) negotiate, prepare or approve the contract or payment thereof;
- b) audit claims or bills under the contract;
- c) appoint any board member or employee to do a) or b) above.

The district shall not hire a member of the immediate family of the superintendent.

No district employee shall be placed in a position in which he/she would be in a direct supervisory relationship with a member of his/her immediate family. Members of the immediate family shall be defined as father, mother, brother, sister, wife, husband, son, daughter, son-in-law, daughter-in-law, sister-in-law, brother-in-law, father-in-law, mother-in-law, domestic partner, legal custodian or guardian.

The superintendent may establish conflict of interest monitoring procedures.

References:

Michigan School Code Act 317, 1968;

MCL15.321-15.330, Public Service Conflict of Interest Act

Policy 8250: Conflict of Interest (board members)

Policy (formerly 1314)

Adopted: 02-12-68

Amended: 12-07-09

Reviewed: