

## CONFLICTS OF INTEREST

### **4008.**

Employees of the Board shall not engage in or have a financial interest, directly or indirectly, in any activity that conflicts or raises a reasonable question of conflict with their duties and responsibilities to the school system.

An employee who has an interest in a proposed official act or action of the Board shall disclose the nature and extent of such interest to the Board of Ethics.

Employees shall not engage in any activity for financial gain where the source of gain is information exclusively obtained through employment in the school system.

### **Cross Reference:**

Policy 4008.1 (Non-School Employment)

Policy 4040 (Solicitations)

Approved 4/28/1981

Reviewed and No Changes Required: November 17, 2015

Previous Policy Number: GA1.1

## Non-School Employment

### **4008.1.**

The Board and the representative union acknowledge that the primary responsibility of certified staff is to instruct to the best of the certified staff's ability. Employment of a certified staff by any person or firm other than the Board is permissible to the extent that such employment in no way conflicts with the certified staff's regular scheduled hours of Board employment, or impairs the performance of the certified staff's regularly assigned duties. Self-employment shall be considered subject to the provisos of this policy. Violations of any of the terms of this policy or of any other statute or policy attributable to such employment will be considered cause for such action as the Board is authorized to take, up to and including dismissal from employment.

#### **Cross Reference:**

Policy 4008 (Conflicts of Interest)

Approved 4/28/1981

Date Amended: November 17, 2015

Previous Policy Number: GA1.2