

**Policy**

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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 Haworth Board of Education 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 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.

No school official shall act in his/her official capacity in any matter where he/she or a member of his/her immediate family has an interest or indirect financial involvement which might be expected to impair his/her objectivity or judgment as a member of the educational staff at the Haworth School.

Political Activities of Staff

All employees are prohibited from engaging in campaign activities on school property that potentially present a conflict of interest. If voting polls are located on school property, all employees shall remain away from the polls except in instances in which they wish to cast their vote.

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.

An employee of the board shall not engage in any activity that may in any manner be construed as benefiting that person by virtue of employment in the Haworth Public Schools.

Disciplinary Action

Violations of this policy may result in disciplinary action. Disciplinary action shall be commensurate to the violation. Disciplinary actions may range from a censoring letter in the personal file of the violator to suspension from employment in the district. The specific disciplinary action taken shall be reflective of the type and severity of the conflict of action displayed by the member of the district staff.

Adopted: January 29, 2002  
NJSBA Review/Update: September 2009  
Readopted: May 2010

**Legal References:** N.J.S.A. 2C:27-1 et seq. Bribery and Corrupt Influence  
See particularly:

CONFLICT OF INTEREST (continued)

<u>N.J.S.A.</u> 2C:27-5, -10, -11	
<u>N.J.S.A.</u> 18A:6-8	Interest of school officers, etc., in sale of textbooks or supplies; royalties
<u>N.J.S.A.</u> 18A:6-8.4	Right to hold elective or appointive state, county or municipal office
<u>N.J.S.A.</u> 18A:11-1	General mandatory powers and duties
<u>N.J.S.A.</u> 18A:12-21 <u>et seq.</u>	School Ethics Act
<u>See particularly:</u>	
<u>N.J.S.A.</u> 18A:12-24	
<u>N.J.S.A.</u> 18A:54-20	Powers of board (county vocational schools)
<u>N.J.S.A.</u> 19:34-15	Electioneering within or about polling place; misdemeanor
<u>N.J.A.C.</u> 6A:4-1.1 <u>et seq.</u>	Appeals
<u>N.J.A.C.</u> 6A:28-1.1 <u>et seq.</u>	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
4117.50	Standards for staff discipline
4118.2	Freedom of speech
*4119.22	Conduct and dress
*4119.23	Employee substance abuse
*4138	Nonschool employment
*4212.8	Nepotism
*9270	Conflict of interest

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