

## **CONFLICT OF INTEREST**

The Board of Education is committed to avoiding any situation in which the existence of simultaneous, conflicting interests involving any officer or employee may call into question the integrity of the management or operation of the school district. Therefore:

No Board member, officer or employee of the district shall be involved in the hiring, supervision, evaluation, promotion, review or discipline of any employee who is a member of the same family, whether established by blood, marriage, or other legal action, or with whom the Board member, officer or employee is engaged in an amorous relationship. Should marriage or some other event result in a situation not in compliance with this policy, reassignment, transfer, or a redirection of supervision and evaluation will be effected as soon as practicable, given the efficient management of the district, and in accordance with the applicable provisions of any collective bargaining agreement and any applicable law or regulation. This provision shall not apply to high school students hired for part-time or temporary employment.

If and when the provisions stated in the above paragraph become applicable to a member of the school community, he/she has an obligation to disclose the relationship to his/her immediate supervisor.

Any Board member, officer or employee of the district who negotiates or executes any contract on behalf of the district for the purchase, sale or lease of real or personal property, or services of any nature, will comply with all provisions of the policy on Purchasing (6700). Bidders must disclose, in writing, any business or familial relationship with any Board member, officer or employee of the district.

No Board member, officer or employee of the district shall allow any personal matter, financial or otherwise, to influence or interfere with the performance of his or her duties. Should such a matter arise, it shall be brought to the attention of the Board of Education to seek ways to reduce or eliminate the influence or interference.

The Board affirms its commitment to adhere scrupulously to all applicable provisions of law regarding material conflicts of interest.

Knowing or willful violation of this policy by any officer or employee of the district may result in disciplinary action up to and including dismissal.

Any officer, employee or member of the public noting or suspecting a violation of this policy is expected to bring the matter, either in confidence or in public, to the attention of the Board of Education or the Superintendent of Schools.

***Great Neck Public Schools***

***Adopted: 6/05/06***

***Amended: 1/26/09***