

PLAINFIELD PUBLIC SCHOOLS

STAFF CONFLICT OF INTERESTA. Personal Profit

Employees of the Plainfield Board of Education will not engage in any activity that conflicts, or raises a reasonable question of conflict, with their responsibilities in the school system. More specifically, employees will not:

1. Use institutional privileges for private gain, unless there is an approved Use of Facilities application;
2. solicit or receive compensation other than that allowed by law for performance of his/her duties; (This includes acceptance of any gratuities, gifts or favors that might impair or appear to impair professional judgment.)
3. permit commercial exploitation of his/her professional position (such as advertising the employee's affiliation with the school system for private gain);
4. engage in selling any merchandise or services for personal profit to students or parents within the attendance area served by the Plainfield Public Schools such as instructional supplies and equipment, reference books or educational tours;
5. furnish lists of names of students or parents to anyone selling such materials or services.

B. Nepotism

In order that there be no conflict of interest in the supervision and evaluation of employees, an administrator or supervisor may not be directly related to an employee that he/she is responsible to supervise and/or evaluate. Directly related means that the two individuals are related by blood, marriage, civil union or law.

The degrees of relationship included in the above restrictions are as follows

By Blood: Parent, child, grandparent, grandchild, brother, sister, uncle, aunt, nephew, niece, first cousin.

By Marriage: Husband, wife, stepparent, stepchild, father-in-law, mother-in-law, sister-in-law, brother-in-law, daughter-in-law, son-in-law, half-sister, half-brother, uncle, aunt, nephew, niece.

By Law: Guardianship relationships, adoptive parent/child relationships, partner in a civil union, same-sex marriage.

C. Non-school Related Employment of Personnel

Any supervisory employee of the Board of Education is prohibited from hiring, any Board of Education employee whom he/she directly or indirectly supervises. Any employee who feels this would create an injustice may request a hearing with the Board of Education to request the board's approval of such outside employment.

D. Conflict of Interest

The Board of Education wishes to avoid any conflict of interest on the part of its employees regarding their personal interests and the interests of the school district in dealing with suppliers, contractors and all organizations or individuals doing or seeking to do business with the school district. For this reason, the Board of Education prohibits employees from directly or indirectly soliciting any gift; or accepting or receiving any gift having a value of twenty-five dollars (\$25) or more, whether in the form of money, services, loan, travel, entertainment, hospitality, thing or promise, or any other form, under circumstances in which it could be reasonably inferred that the gift was intended to influence the Board member or employee in the performance of his/her official duties or was intended as a reward for any official action on his/her part.

Legal Reference: Connecticut General Statutes

[7-479](#) Conflicts of Interest

[46b-38nn](#) Equality of benefits, protections and responsibilities (civil unions)

[46b-38oo](#) applicability of statutes to civil unions and parties to a civil union.

Adopted: 12/08/87

Revised: 05/12/93

Revised: 5/14/03

Revised: 8/13/15