

# POLICY

## LACEY TOWNSHIP BOARD OF EDUCATION

Teaching Staff Members  
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CONFLICT OF INTEREST

### 3214 CONFLICT OF INTEREST

No teaching staff member of the Board of Education shall 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 the teaching staff member's duties.

No teaching staff member shall use or attempt to use his/her position to secure unwarranted privileges or advantages for himself/herself or others.

No teaching staff member of the Board shall act in his/her official capacity in any matter wherein he/she has a direct or indirect personal financial interest, such as selection on purchase of any textbook or other materials on which he/she receives a royalty.

No teaching staff member of the Board shall accept any benefit, gift, favor, service or other thing of value under circumstances from which it might be reasonably inferred that such benefit, gift, service or other thing of value was given or offered for the purpose of influencing the teaching staff member 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.

The Board of Education discourages the presentation of gifts to teaching staff members by students and their parent(s) or legal guardian(s), because it may embarrass students with limited means and give the appearance of currying favor.

The Board directs that teaching staff members instruct their students to express their appreciation by means other than gifts.

Teaching staff members may receive gifts of only nominal value from students or their parent(s) or legal guardian(s).

The Superintendent may approve an act or gift of appreciation to an individual teaching staff member when special circumstances warrant.

#### Activities of Staff

All employees are prohibited from engaging in activities on school property that potentially present a conflict of interest.

All employees are prohibited from engaging in any activity in the presence of students during the performance of the employee's duties, which activity is intended or designed to promote, further, or assert a position on any voting issue, board issue, or collective bargaining issue.



# POLICY

## LACEY TOWNSHIP BOARD OF EDUCATION

Teaching Staff Members  
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CONFLICT OF INTEREST

The provisions of this policy do not apply to the discussion and study of politics and political issues appropriate to the BOE-approved curricula, the conduct of elections, or the conduct of employee representative elections. Notwithstanding, teaching staff members shall avoid discussion or display of any controversial issues unless such discussion is age-appropriate, germane to the topic of the course or academic subject being taught, and fact-based without opinion held. Similarly, classroom decor shall be age-appropriate and content-neutral, unless such content is germane to the topic of the course or academic content at the time being taught.

Nothing in this Policy shall be interpreted to impose a burden on the constitutionally protected speech or conduct of a staff member or a student.

### Disciplinary Action

Violations of this policy may result in disciplinary action.

N.J.S.A. 18A:6-8; 18A:11-1

Adopted: November 21, 2005  
Revised:



# POLICY

## LACEY TOWNSHIP BOARD OF EDUCATION

Support Staff  
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CONFLICT OF INTEREST

### 4214 CONFLICT OF INTEREST

No support staff member of the Board of Education shall 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 the support staff member's duties.

No support staff member shall use or attempt to use his/her position to secure unwarranted privileges or advantages for himself/herself or others.

No support staff member of the Board shall act in his/her official capacity in any matter wherein he/she has a direct or indirect personal financial interest, such as selection on purchase of any textbook or other materials on which he/she receives a royalty.

No support staff member of the Board shall accept any benefit, gift, favor, service or other thing of value under circumstances from which it might be reasonably inferred that such benefit, gift, service or other thing of value was given or offered for the purpose of influencing the support staff member 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.

The Board of Education discourages the presentation of gifts to support staff members by students and their parent(s) or legal guardian(s), because it may embarrass students with limited means and give the appearance of currying favor.

The Board directs that support staff members instruct students to express their appreciation by means other than gifts.

Support staff members may receive gifts of only nominal value from students or their parent(s) or legal guardian(s).

The Superintendent may approve an act or gift of appreciation to an individual support staff member when special circumstances warrant.

#### Activities of Staff

All employees are prohibited from engaging in activities on school property that potentially present a conflict of interest.

All employees are prohibited from engaging in any activity in the presence of students during the performance of the employee's duties, which activity is intended or designed to promote, further, or assert a position on any voting issue, board issue, or collective bargaining issue.



# POLICY

## LACEY TOWNSHIP BOARD OF EDUCATION

Support Staff  
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CONFLICT OF INTEREST

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