

	ABERDEEN SCHOOL DISTRICT	NEPN Code: GBEA
	POLICIES AND REGULATIONS	

PERSONNEL

STAFF CONFLICT OF INTEREST

Public confidence in the impartiality, independence, and integrity of Aberdeen School District employees is essential for the proper administration of the District's affairs. To maintain this confidence, employees must not participate in activities that may or will conflict with their obligations to the District.

Employees of the District will not engage in nor have a financial interest directly or indirectly, in any activity that conflicts (or raises a reasonable questions of conflict) with their duties and responsibilities in the school system.

Employees will not engage in work of any type where information concerning customer, client, or employer originates from any information available to them through school sources that would benefit them financially.

Employees will not sell textbooks, instructional supplies, equipment, reference books, or any other school products to the schools in the district in an amount equal to or in excess of \$1,000 of aggregate purchases in any fiscal year. It shall be the responsibility of the employee to inform the district of any financial interest prior to any financial transaction. They will not furnish the names of students or parents to anyone selling these materials. It is not the intent of this policy to prevent the District from contracting with corporations or businesses because an employee is also an employee of the firm.

Neither the spouse of a School Board member, nor any person who is related to a School Board member within the third degree of consanguinity (blood relation), will be employed in the district, except by a unanimous vote by the School Board members not related to the prospective employee. This will not apply to any person with such relationship or relationships who has been regularly employed by the School District prior to the inception of the relationship, the adoption of this policy, or a School Board member's election. In order that there is no conflict of interest in the supervision and evaluation of employees, at no time may any administrator be responsible for the supervision and/or evaluation of an employee who is related to him who is within the third degree of consanguinity of his/her spouse.

LEGAL REFERENCES:

Constitution of the State of South Dakota, Art. VIII, Sec. 17
SDCL 13-20-2.1 Interest of school district officer or employee in sale of school equipment as misdemeanor
SDCL 13-43-1 Employment of school board member in same district prohibited
SDCL 6-1-1 Local officer's interest in public purchase or contract unlawful – contract void

CROSS REFERENCE: BCB SCHOOL BOARD MEMBER CONFLICT OF INTEREST

FORMERLY POLICY: 1341

ADOPTED: September 27, 1999

REVISED: December 8, 2008

REVISED: November 25, 2013

REVIEWED: July 24, 2017