

# POLICY GUIDE

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RIVER VALE BOARD OF EDUCATION  
SUPPORT STAFF MEMBERS

Page 1 of 1  
4214 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.

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.

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

The Board of Education believes that staff members should not receive gifts from pupils and discourages pupils, parent(s) or legal guardian(s) and other patrons of the district from the routine collection for and presentation of gifts to district employees.

The Board shall consider more appropriate than gifts, the writing of letters to staff members expressing gratitude or appreciation.

This shall not be interpreted as intended to discourage acts of generosity in unusual situations. Simple remembrances expressive of affection or gratitude shall not be regarded as violations of this rule.

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

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