

PERSONNEL CONFLICT OF INTEREST AND IMPROPER COMPENSATION

Conflict of Interest

Employees shall not engage in, nor have a financial interest in, any activity which conflicts with their duties and responsibilities in the District.

Employees shall not engage in work of any type in which information concerning customer, client or employer originates from any information available to them through District sources.

Employees shall not sell textbooks, instructional supplies, equipment, reference books or any other products to the District. They shall not furnish the names of students or parents to anyone selling these materials.

To ensure that no conflict of interest exists in the employment, supervision and evaluation of employees, at no time shall any administrator responsible for the employment, supervision and/or evaluation of an employee be directly related to that employee, nor shall any Board member or other administrator vote for or participate in the making of a contract with a person as a teacher or instructor to whom he/she is related as father, brother, mother, sister, or in which contract he/she otherwise has a pecuniary interest.

Improper Compensation

No District employee shall use or authorize the use of the authority or influence of his or her employment to secure anything of value or the promise or offer of anything of value that is of such a character as to manifest a substantial and improper influence upon the District employee with respect to that employee's duties.

No District employee shall knowingly solicit or accept and no person shall knowingly promise or give to a District employee either of the following:

1. Any compensation, other than as allowed by law, to perform the District employee's official duties, to perform any other act or service in the District employee's public capacity, for the general performance of the duty of the District employee's public employment, or as a supplement to the District employee's public compensation;
2. Additional or greater fees or costs allowed by law in exchange for the District employee's performance of his or her official duties.

No District employee for his or her own personal or business use shall solicit or accept anything of value in consideration of either of the following:

1. Appointing or securing, maintaining, or renewing the appointment of any person to any public office, employment, or agency;
2. Preferring, or maintaining the status of, any public employee with respect to compensation, duties, placement, location, promotion, or other material aspects of employment.

No District employee for the benefit of a political party, campaign committee, legislative campaign fund, political action committee, or political contributing entity shall coerce any contribution in consideration of either of the following:

1. Appointing or securing, maintaining, or renewing the appointment of any person to any public office, employment, or agency;
2. Preferring, or maintaining the status of, any public employee with respect to compensation, duties, placement, location, promotion, or other material aspects of employment.

[Adoption date: October 4, 2001]

#### LEGAL REFERENCES

ORC 117.10; 2921.42; 2921.43; 3313.811; 3319.21; 3329.10; 4117.20

#### CROSS REFERENCES

GBG, Staff Participation in Political Activities  
GBL, Personnel Records  
JO, Student Records  
KBA, Public's Right to Know