

## SCOTLAND BOARD OF EDUCATION Bylaws of the Board

### Conflict of Interest

Board members shall comply with laws regarding conflict of interest and attempt to avoid situations, which might have even the appearance of a conflict. Two (2) areas of Board operations must be approached with particular care to prevent any real or seeming conflict of interest - purchasing and personnel hiring. Therefore:

1. No member of the Board, officer or employee shall have any direct monetary interest in contracts with the school district, nor shall he/she furnish directly any labor, equipment, or supplies to the district unless such interest is specifically permitted by statute. "Interest" shall mean pecuniary or material benefit accruing to a board of education member, officer or employee or their relatives resulting from a contractual relationship with the school system. However, the district may contract with corporations or businesses in which a Board member is an employee. In such instances the member must declare his/her association with the firm and refrain from debating or voting on any related votes.

No Board member shall use his or her position to influence an employment or contractual decision other than those routinely made by the Board itself.

2. The following rules shall govern conflict of interest in the employment of staff and members of the Board:
  - a. No member of the Board or immediate family of a Board member specifically parent/guardian, spouse, domestic partner of a civil union, child or grandchild shall be employed for compensation in this school district.
  - b. If a member of the Board or immediate family of a Board member--specifically parent/guardian, spouse, domestic partner of a civil union, child or grandchild -- is being considered for employment, that member shall disqualify him/herself from participation in discussion or vote and the office to which he or she was elected or appointed shall become vacant.

Legal Reference: Connecticut General Statutes

7-479 Conflict of interest.

10-225 Salaries of secretary and attendance officers.

10-232 Restrictions on employment of members of board of education.

Bylaw adopted by the Board: October 1, 2013

SCOTLAND SCHOOL DISTRICT  
Scotland, Connecticut