

CONFLICT OF INTEREST POLICY

No individual who has a real or apparent conflict of interest may participate in the selection, award, or administration of a contract for goods or services. Such a conflict of interest would arise when the individual, any member of his or her immediate family, his or her partner, or an organization which employs or is about to employ any of these parties, has a financial or other interest in or a tangible personal benefit from a firm considered for a contract.

All employees and officers of the School are instructed that they may under no circumstances solicit gratuities, favors, or anything of monetary value from contractors or vendors, or from individuals or businesses who are seeking a contract with the School, as this may create a conflict of interest. Employees and officers of the School may accept an unsolicited gift from a contractor or vendor only if the gift is clearly of nominal value, defined by the School as having a monetary value of \$5 or less. Any violations of this policy will be subject to the School's standard disciplinary measures as outlined in the Employee Handbook and may have consequences up to and including termination of employment.

Determinations of an organizational conflict of interest, where the School itself is in a position to be influenced or may appear to be in a position to be influenced by a related organization, are made by the School Board. The School Board does not authorize any procurement actions to be taken under such circumstances.

All conflicts of interest are required to be reported to the Superintendent for possible reporting to MDE if required.

Board Adopted
12-10-2019