

CONFLICT OF INTEREST

The School Board and District employees shall avoid conflicts of interest related to their roles & responsibilities associated with the School District and to their private lives. A conflict of interest is generally defined as a conflict between the private interests of a Board member or employee and their official responsibilities or duties to the District. The purpose of this policy is to ensure public confidence in the School District's decision-making process, to avoid the appearance of any impropriety, and to provide a foundation for implementing District rules and regulations to further the objectives of Wisconsin Statutes concerning conflicts of interest and the ethical obligations of those in public service.

- No Board member or employee may participate in decision-making or associated actions that affect a matter in which the Board member, employee, members of the household/immediate family of a Board member or employee, or organization with which they are associated has a financial interest.
- No Board member may be employed by the District or apply for employment in the District while serving as a Board member.
- No Board member or employee shall accept any gift or favors of any value which could influence decision making.
- Board Members or administrators shall not use their position to ensure the employment of friends or relatives but shall act in good faith on the recommendation of the Superintendent.
- No administrator who is in a close relationship with an employee shall supervise that employee. "Supervise" includes, but is not limited to, the authority or responsibility to appoint, dismiss, discipline, promote, demote, evaluate, or recommend salary adjustments, to direct the work activities of another employee, or to have any other supervisory responsibility as an administrator for another employee.
- No Board member or employee shall use confidential District information (including information that is confidential by law, protected, privileged, or proprietary information) for personal gain or for the gain of others.
- No Board member shall hold more than one office or position in public employment, or any combination thereof, if a potential conflict of interest or incompatibility of offices exists between the duties of the offices or positions.

LEGAL REF: WI. ST. 19.46, 19.59

Adopted: _____
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