STAFF CONFLICT OF INTERESTS

Employees shall avoid financial interests, directly or indirectly that give rise to a reasonable question of conflict with the duties and responsibilities assigned by the district.

Employees shall not engage in any type of work or consultation where the source of information concerning customer, client, or employer originates from information obtained from the school system.

In the employment and assignment of personnel, close relatives (mother, father, grandparents, grandchild of the employee or the spouse of the employee, and the spouse, son, son-in-law, daughter, daughter-in-law, brother or sister, or a relative living in the immediate household of the employee) may not be assigned to the same school or department within a school, or under the same administrative head. One relative shall not have immediate supervisory responsibility over another. The Superintendent of Schools may waive this policy when no reasonable alternative is available.

Fees and Royalties

Employees may not charge a student a fee for any service rendered on the school premises, or for any teaching service connected with the school system (tutoring one’s own students for pay is prohibited). All exceptions must be approved by the School Board.

An employee is prohibited from exercising influence over the selection of published material in which the employee has financial interest, including both materials or equipment, which they have written or developed and which may be purchased by the school district. Potential conflicts of interest are subject to review by the school board, which shall, when necessary, render a final decision.

An employee may not render any commercial service to the school system on a commission basis without written approval of the Superintendent of Schools. The Superintendent shall develop procedures for the submission of requests for exemption to the policy and the method of approval/disapproval.

Solicitation of Students

Any employee may not use a position or the name of the school to promote any enterprise involving travel, sightseeing, attendance at any athletic events not sponsored by a NH high school, or any other purpose requiring an expenditure of money on the part of students or their parents without consent of the building principal. The prohibition also applies to trips during summer months.

Authorized sale of all merchandise to students shall be at a cost as low as possible without incurring a financial loss to the school district. With the exception of athletic apparel, clothing sold through the high school store, or clothing sold by student councils, the sale of merchandise to students shall be proposed in writing to the building administrator and the approval/disapproval granted in writing. A copy of the administrator’s response shall be sent to the Superintendent of Schools.