

## **CONFLICT OF INTEREST/SCHOOL COMMITTEE**

The purpose of the conflict of interest law is to ensure that public employee private financial interests and relationships do not conflict with their public obligation to act objectively and with integrity. AS AN ELECTED SCHOOL COMMITTEE MEMBER, YOU ARE CONSIDERED A PUBLIC EMPLOYEE!

The law is broadly written to prevent a public employee from becoming involved in a situation, which could result in a conflict or give the appearance of a conflict. The law also covers what you may do as a school committee member after hours (in your private capacity) and when you leave public service.

The Commission's Advisory on Nepotism explains to public officials and employees exactly what constitutes a "nepotism violation" and what the Commission's enforcement policy is regarding these violations.

The following specific acts are prohibited under the law:

1. Hiring an immediate family member (his or her spouse and each of their parents, children, brothers, and sisters).
2. Any significant involvement in the hiring process in which a family member is an applicant.
3. Any significant involvement in the reappointment, promotion, reclassification, demotion or firing of any family member.
4. Determining a family member's salary.
5. Conducting a job performance review of a family member.
6. Day-to-day supervision of a family member.
7. Delegating the task of dealing with a family member to a subordinate.

A school district shall neither:

1. Employ a member of the immediate family of a superintendent, central office administrator, or school committee member, nor
2. Assign a member of the immediate family of the principal as an employee at the principal's school unless written notice is given to the School Committee of the proposal to employ or assign such a person at least two weeks in advance of such person's employment or assignment.

As used in this section, immediate family shall have the meaning assigned by subsection (e) of section one of chapter two hundred and sixty-eight A. (M.G.L. Chapter 268A, section e).

SOURCE: MASC

LEGAL REFS.: MGL, Chapter 71:52, 71:67, & Chapter 268A, Section E

CROSS REFS.: GBEB, Staff Conduct  
GCF, Professional Staff Hiring  
GCO-R, Evaluation of Professional Staff

***Agawam Public Schools 2004***

Approved by School Committee on November 23, 2004, by a vote of 7 - 0.