

## **STAFF CONFLICT OF INTEREST**

All employees of the Special School District shall adhere to the laws regarding conflict of interest and avoid situations where their decisions or actions in their employment capacities (a) violate the provisions of this policy, (b) conflict with the mission of the District, or (c) raise a reasonable question of conflict. This includes

1. Selling, renting, or leasing personal or real property to the District outside of the District's bidding process,
2. Performing independent contractor services outside of the District's bidding process,
3. Use or disclosure of personal employee or student information for personal gain or for the benefit of a spouse, dependent children, or other person with whom they are associated and
4. Acting or not acting in some manner for personal benefit or for the benefit of a spouse, dependent children, or other person with whom they are associated, as outlined in the accompanying regulation.

Where applicable, professional staff are to abide by the conflict of interest provisions of their profession's code of ethics including but not limited to those referenced in this policy.

### ***Administrative and Executive Employees***

In addition to the above-listed requirements, administrative and executive employees of the District may not:

1. Receive compensation or payment for services from any person, firm or corporation, other than the compensation provided by the District for the performance of their official duties, to attempt to influence a decision by the District while employed by the District.
2. Perform any service for compensation by which they attempt to influence a decision of the District for personal gain for one year after the termination of their employment with the District.

### ***Purchases Involving Federal Funds***

In addition to the requirements of this policy, the provisions of policy DJFA and related procedures must be followed when federal funds are used.

### ***Financial Disclosure***

The Superintendent, chief purchasing officer and general counsel, will file an annual disclosure statement with the Missouri Ethics Commission in accordance with law and Board policy BBFA.

Adopted: June 23, 1971  
February 10, 1986  
February 11, 1997  
April 24, 2001  
May 27, 2003  
October 11, 2005

Revised: April 24, 2012  
February 28, 2017

Cross Refs.: BBFA – Board Member Conflict of Interest and Financial Disclosure  
DA – Fiscal Responsibility  
DD, Grants  
DJF – Purchasing  
DJFA, Federal Programs and Projects  
DN – Surplus District Property  
KG – Community Use of District Facilities

American Psychological Association Ethical Principles of Psychologists and Code of Conduct  
ASHA – Issues in Ethics: Obtaining Clients for Private Practice From Primary Place of Employment  
National Education Association – Code of Ethics  
American Physical Therapy Association – Code of Ethics for the Physical Therapist  
National Association of Social Workers – Code of Ethics  
American Occupational Therapy Association – Occupational Therapy Code of Ethics

Legal Refs.: §§105.450-.458, .462, .466, .467, .472, 168.114, .126, 171.181, RSMo.  
2 C.F.R. § 200.22, .23, .38, .92, .112, .113, .317, .318, .338  
<http://www.moga.mo.gov/htmlpages2/statuteconstitutionsearch.aspx>  
<http://www.ecfr.gov/cgi-bin/ECFR?page=browse>