

GBEA - STAFF ETHICS / CONFLICT OF INTEREST

The School Committee expects members of its professional staff to be familiar with the code of ethics that applies to their profession and to adhere to it in their relationships with students, parents, coworkers, and officials of the school system. All members of the professional staff will complete the State Ethics Commission's Conflict of Interest Municipal Employee Online Training Program every two years. Any new hire will be required to complete the Municipal Employee Online Training within 30 days of hire.

No employee of Framingham Public Schools will engage in or have a financial interest in, directly or indirectly, any activity that conflicts or raises a reasonable question of conflict with his duties and responsibilities in the school system. Nor will any staff member engage in any type of private business during school time or on school property.

Employees will not engage in work of any type where information concerning customer, client, or employer originates from any information available to them through school sources.

Moreover, as there should be no conflict of interest in the supervision and evaluation of employees. At no time may any administrator responsible for the supervision and/or evaluation of an employee be directly related to them.

In order to avoid the appearance of any possible conflict, it is the policy of the School Committee that when an immediate family member, as defined in the Conflict of Interest statute, of a School Committee member or district administrator is to be hired into or promoted within the School District, the Superintendent shall file public notice with the School Committee and the City or District Clerk at least two weeks prior to executing the hiring in accordance with the law.

REF: MASC

LEGAL REFS.: M.G.L. [71:52](#); [268A:1](#) et seq.

Voted: January 9, 2018