

## **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/guardians/caregivers, coworkers, and officials of the school district.

No employee of the School Committee will engage in or have a financial interest in, directly or indirectly, any activity that conflicts or raises a reasonable question of conflict with their duties and responsibilities in the school district. 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 no employee be hired who is related to any member of the School Committee or who is related to any administrator of the school district. This provision will not affect anyone currently employed in the school district who may be related to either a School Committee member or an administrator but no promotions or hiring in the future will be exempt from this provision.

A copy of the statute along with a summary of the conflict of interest statute as posted on the Massachusetts Ethics Commission website is to be posted on the staff bulletin boards in each school and a copy of the summary will be included in the Cambridge Public Schools Staff Guide to Policies that is provided to each incoming employee or promoted employee. The Superintendent also will take the necessary steps to ensure compliance with the mandatory education and training requirements under the state's conflict of interest law.

LEGAL REF.: M.G.L.c. 71, §52; M.G.L.c. 268A, §1 et seq.  
Chapter 28 of the Acts of 2009

*Adopted: May 15, 2018*