

POLICY

2023

6110

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Personnel

SUBJECT: CODE OF ETHICS FOR ALL DISTRICT PERSONNEL

General Provisions

Pursuant to the provisions of General Municipal Law §806, the Board of Education of the Vestal Central School District recognizes that there are rules of ethical conduct for members of the Board and employees of the District that must be observed if a high degree of moral conduct is to be obtained in our unit of local government. It is the purpose of this resolution to promulgate these rules of ethical conduct for the Board members and employees of the District. These rules will serve as a guide for official conduct of the Board members and employees of the District. The rules of ethical conduct of this resolution, as adopted, will not conflict with, but will be in addition to, any prohibition of General Municipal Law Article 18 or any other general or special law relating to ethical conduct and interest in contracts of Board members and employees.

Standards of Conduct

Every Board member and employee of the Vestal Central School District will be subject to and abide by the following standards of conduct:

Code of Conduct: He/she shall comply with the Code of Conduct in Policy #7310.

Gifts

Pursuant to General Municipal Law §805-a, he/she will not, directly or indirectly, solicit any gift or accept or receive any gift having a value of seventy-five dollars (\$75) or more, whether in the form of money, services, loan, travel, entertainment, hospitality, thing or promise, or any other form, under circumstances in which it could reasonably be inferred that the gift was intended or expected to influence him/her in the performance of official duties or was intended as a reward for any official action on his/her part.

Confidential Information

He/she will not disclose confidential information acquired by him/her in the course of his/her official duties or use such information to further his/her personal interest.

Disclosure of Interest in Contracts

Any Board member and employee, as well as his/her spouse, who has, will have, or later acquires an interest in any actual or proposed contract, purchase agreement, lease agreement or other agreement, including oral agreements, with the District will publicly disclose the nature and extent of such interest in writing to his/her immediate supervisor and to the Board of Education as soon as he/she has knowledge of such actual or prospective interest. Such written disclosure will be made part of and set forth in the Board minutes.

Representation Before One's Own Agency

He/she will not receive, or enter into any agreement, express or implied, for compensation for services to be rendered in relation to any matter before any municipal agency of which he/she is an officer, member, or employee, or of any municipal agency over which he/she has jurisdiction or to which he/she has the power to appoint any member, officer, or employee.

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Representation Before Any Agency for a Contingent Fee

He/she will not receive, or enter into any agreement, express or implied, for compensation for services to be rendered in relation to any matter before any agency of his/her municipality, whereby his/her compensation is to be dependent or contingent upon any action by such agency with respect to such matter, provided that this paragraph will not prohibit the fixing at any time of fees based upon the reasonable value of services rendered.

Disclosure of Interest in Resolution

To the extent that he/she knows thereof, a member of the Board of Education and employee of the Vestal Central School District, whether paid or unpaid, who participates in the discussion or gives official opinion to the Board of Education on any resolution before the Board of Education will publicly disclose on the official record the nature and extent of any direct or indirect financial or other private interest he/she has in such resolution.

Investments in Conflict with Official Duties

He/she will not invest or hold any investment directly or indirectly in any financial, business, commercial, or other private transaction that creates a conflict with his/her official duties.

Private Employment

He/she will not engage in, solicit, negotiate for, or promise to accept private employment or render services for private interests when such employment or service creates a conflict with or impairs the proper discharge of his/her official duties.

Future Employment

He/she will not, after the termination of service or employment with the School District, appear before any board or agency of the Vestal Central School District in relation to any case, proceeding, or application in which he/she personally participated during the period of his/her service or employment, or which was under his/her active consideration.

Distribution/Posting of Code of Ethics

The Superintendent/designee of the Vestal Central School District shall cause a copy of this code to be distributed to all Board members and employees. Each Board member and employee elected or appointed thereafter will be furnished a copy before entering upon the duties of his/her office or employment. The Superintendent/designee will also cause a copy of General Municipal Law Article 18 to be kept posted in each building in the District in a place conspicuous to its Board members and employees. Failure to distribute any such copy of this Code of Ethics or failure of any Board member or employee to receive such copy, as well as failure to post any such copy of General Municipal Law Article 18, will have no effect on the duty of compliance with such Code of Ethics or General Municipal Law Article 18, nor with the enforcement of provisions thereof.

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Personnel

SUBJECT: CODE OF ETHICS FOR ALL DISTRICT PERSONNEL (cont'd)

Penalties

In addition to any penalty contained in any other provision of law, any person who will knowingly and intentionally violate any of the provisions of this code may be fined, suspended, or removed from office or employment, as the case may be, in the manner provided by law.

Education Law §410
General Municipal Law Article 18 and §803
Labor Law §201-d
Penal Law Article 155 and §60.27(5)

Adopted 5/10/11
Amended 11/12/13
Amended 12/5/23