

[    ] Required  
 [ **X** ] **Local**  
 [    ] Notice

### CONFLICT OF INTEREST

The BOCES Board is committed to avoiding any situation in which the existence of simultaneous, conflicting interests in any officer or employee may call into question the integrity of the management or operation of the BOCES. Therefore:

The employment of individuals related to Directors and/or Supervisors is not prohibited. However, it remains imperative that the employment of such individuals be done in the most proper manner and in the best interest of the BOCES. For purposes of this policy, a relative is defined to include spouse, child, step child, parent, step parent, sibling, step sibling, grandparent, grandchild, step grandchild, parent-in-law, son-in-law, sister-in-law, daughter-in-law, and brother-in-law.

No person employed by the BOCES shall hire, supervise, evaluate, promote, review or discipline any other employee who is a member of the same family, without the approval of the District Superintendent. In the event that marriage, promotion, or reorganization results in a situation not in compliance with this policy, reassignment or transfer will be effected, in accordance with the applicable provisions of any collective bargaining agreement, to correct the situation.

Any officer, employee or member of the public noting or suspecting a violation of this policy is encouraged to bring the matter, either in confidence or in public, to the Board or the District Superintendent.

Cross-ref:    2160, School District Officer and Employee Code of Ethics  
                   9240, Recruiting and Hiring

Ref:    Education Law §§ 410, 3016  
           General Municipal Law Art. 18, §§ 801-813  
           Labor Law §201-d  
           *Dykeman v. Symonds*, 54 AD2d 159 (4th Dep't 1976)

Adoption date: