

## Bylaws of the Board

### Conflict of Interest

The Board desires its members not only to adhere to all laws regarding conflict of interest, but also to be continually aware of situations that have the appearance of conflict of interest and to avoid actions that might embarrass themselves or the Board.

Two areas of Board operations must be guarded with particular care in order that there be no real or seeming conflict of interest. These are purchasing and hiring of new personnel. Therefore:

1. No member of the Board shall have any direct pecuniary interest in a contract with the school district, nor shall he/she furnish directly any labor, equipment, or supplies to the district. It is not the intent of this bylaw to prevent the district from contracting with corporations or businesses because a Board member is an employee of the firm. However, in such instances the member may be expected to declare his/her association with the firm and will refrain from debating or voting on the question.
2. If a member of the immediate family of a Board member -- specifically parent/guardian, spouse, child, or grandchild -- is being considered for employment, that member shall disqualify him/herself from participation in discussion or vote.
3. The Board shall not give preferential treatment to companies in which town officials or paid town employees have a major financial interest or to companies by which they are employed.
4. No Board member shall use his or her position to influence an employment or contractual decision other than those routinely made by the Board itself.
5. No Board member can be an applicant for a position in the school district while serving as a member of the Board.
  - A. If a Board member took part in a vote to create a new position, there would be a six month waiting period from the date of that member leaving the Board before they would be able to apply for that position.

No member of the Board of Education may be employed for compensation by the school district. If a Board member is employed by the school district, the office to which he or she was elected or appointed shall become vacant.

Board members are requested to refrain from matters before the Board that may give the appearance of a conflict of interest.

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Legal Reference: Connecticut General Statutes

7-479 Conflicts of interest.

10-156e Employees of boards of education permitted to serve as elected officials; exception.

10-232 Restrictions on employment of members of the board of education.

P.A. 05-10 An Act Concerning Civil Unions.

Bylaw adopted by the Board: December 8, 2014

THOMASTON PUBLIC SCHOOLS  
Thomaston, Connecticut