

Bylaws of the Board

Conflict of Interest

The Board of Education (BOE) desires its members not only adhere to all laws regarding a conflict of interest, but to be continually aware of situations which have the appearance of a conflict of interest and to avoid any actions that might/may cause embarrassment to themselves or the Board.

The ethical operation of the BOE by its members, the administration and staff is critical to the cultivation of the public's trust and confidence, therefore decisions involving personnel and finances must be guarded with particular care in order that there is no real or perceived conflict of interest.

Therefore:

No member of the Board, administration or staff shall have any direct pecuniary interest in a contract (excluding an administrator or staff member's own bargaining unit contract), memorandum of understanding (MOU), agreement or grant with the school district, nor shall he/she furnish directly any goods or services to the district. A Board member, administrator or staff may serve on a board, as an employee, consultant, provide professional services, etc., for a corporation, business, or non-profit or organization seeking to provide goods and/or services to the school district, however, prior to any discussion on the matter in question, the Board member, administrator or staff member must disclose their association with the entity and shall recuse themselves from all discussion and voting. Nonfinancial matters will not require a reason or disclosure for recusal. Please review City of Bridgeport Code of Ethics- Standards of Conduct- 2.38.030

1. If an immediate family member of a BOE member is being considered for employment, that member shall recuse themselves from all discussion and a vote.

An immediate family member is defined as a parent, legal guardian, husband, wife, significant other, brother, sister, son or daughter inclusive of all "step" relationships for these family members.

2. BOE members, administrators, and staff whom may either personally benefit, or may have an immediate family member that may benefit from a contract, MOU, agreement grant, employment or promotion must disclose the potential conflict and recuse themselves from all discussion and votes.
3. BOE members, administrators and staff shall not give preferential treatment to corporations, businesses, non-profits or organizations, in which city officials and/or city/BOE employees have a financial interest or by which they are employed, serving on their board, as a consultant,

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providing professional services, etc. Nor shall preferential treatment be given to candidates seeking employment or a promotion who fit the definition of an immediate family member of a BOE member, administrator or staff.

4. No Board member, administrator or staff shall use his or her position to influence an employment or a contractual decision other than routinely made by the Board, administrator or staff member.

Legal Reference: Connecticut General Statutes
7-479 Conflicts of Interest
10-156e Employees of BOEs permitted to serve as elected official exception
10-232 Restrictions on employment of members of the board of education
City of Bridgeport Code of Ethics - 2.38.030 Standards of Conduct

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