

STAFF CONFLICTS OF INTEREST & NEPOTISM

The School Board believes that a great amount of careful contemplation should be given to the implications of employing individuals who are related to MSD of Wayne Township policy making and administrative personnel. Nepotism can complicate an employee/employer relationship in several, undesirable aspects. Although hiring of relatives is permissible under law, the Board expresses a concern that favoritism should have no influence in the hiring process.

A conflict of interest occurs when a MSD of Wayne employee or Board member knowingly or intentionally benefits financially from a contract with the District or a purchase made by the District.

While the District does not prohibit the employment of relatives of current District employees or Board members, it does require that serious and extensive consideration be given to concerns, problems, and consequences relating to such decisions. However, the District shall not employ an individual in a position which results in one (1) relative being in the direct line of supervision of the other relative.

Employees shall not engage in, or have a financial interest (directly or indirectly), any activity that conflicts or raises a reasonable question of conflict with his or her responsibilities to the District. Employees, officers, and agents of the Board shall not make use of materials, equipment, facilities, or any other resources of the School District for any unauthorized purpose. In order to assure that District assets are appropriately safeguarded, the District will employ appropriate methods such as vehicle/equipment use logs.

Any employee who has reason to believe that he or she **may** have a conflict of interest is required to disclose the potential conflict.

The Superintendent shall develop procedures to provide appropriate safeguards, including the development of forms and procedures necessary to make any disclosures required under Indiana law.

I.C. 20-26-3-4

I.C. 20-26-5-4

I.C. 35-44.1-1-1, 35-44.1-1-2, 35-44.1-1-4, 35-44.1-1-5

I.C. 36-1-20.2

I.C. 36-1-21

2 C.F.R. 200.112, 200.113, 200.318

7 C.F.R. 3016.36(b)(3) and 3019.42

SBOA Uniform Compliance Guidelines Manual for Schools, Chapter 1

MSD Wayne Township, Marion County, Indiana

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