

STAFF ETHICS/CONFLICT OF INTEREST

The School Committee expects members of its professional staff to be familiar with the code of ethics that applies to their profession and to adhere to it in their relationships with students, parents, coworkers, and officials of the school district.

- Professional staff members constantly uphold the honor and dignity of their profession in all their actions and relations with pupils, colleagues, school committee members, and the public.
- Professional staff members obey local, state, and national standards: hold themselves to high ethical and moral standards.
- Professional staff members carry out in good faith all policies duly adopted by the school committee and the regulations of state authorities and render professional services to the best of their ability.

No employee of the School Committee will engage in or have a financial interest in, directly or indirectly, any activity that conflicts or raises a reasonable question of conflict with his duties and responsibilities in the school district. Nor will any staff member engage in any type of private business during school time or on school property.

Employees will not engage in work of any type where information concerning customer, client, or employer originates from any information available to them through school sources.

Moreover, as there should be no conflict of interest in the supervision and evaluation of employees, at no time may any administrator responsible for the supervision and/or evaluation of an employee be directly related to him.

In order to avoid the appearance of any possible conflict of interest, it is the policy of the Westfield School Committee that when an immediate family member, as defined in the Conflict of Interest statute, of a Westfield School Committee member or district administrator is to be hired into or promoted within the Westfield School District, the Superintendent shall file public notice with the School Committee and the town at least two weeks prior to executing the hiring in accordance with the law.

A copy of the statute along with a summary of the conflict of interest as posted on the Massachusetts Ethics Commission website is to be posted on the staff bulletin boards in each school and a copy of the summary will be provided to each incoming employee or promoted employee. The Superintendent will also take the necessary steps to ensure compliance with the mandatory education and training requirements under the state's conflict of interest law.

STAFF ETHICS

The School Committee expects members of its professional staff to be familiar with the code of ethics that applies to their professional and to adhere to it in their relationship with students, parents, coworkers, and officials of the school system.

1. Professional staff members constantly uphold the honor and dignity of their profession in all their actions and relations with pupils, colleagues, school committee members, and the public.
2. Professional staff members obey local, state, and national standards: hold themselves to high ethical and moral standards and give loyalty to country and to the cause of democracy and liberty.

3. Professional staff members strive to provide the finest possible educational experiences and opportunities to all people in the system.
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5. Professional staff members carry out in good faith all policies duly adopted by the school committee and the regulations of state authorities and render professional services to the best of their ability.
6. Professional staff members honor the public trust of their position above any economic or social rewards.
7. Professional staff members do not permit considerations of private gain nor personal economic interest to affect the discharge of their professional responsibilities.

Adopted: September 8, 1997

Revised: September 16, 2013

Revised: June 16, 2014

LEGAL REF.: M.G.L. c. 71:§52, M.G.L. c. 268A, §1 et seq.
Chapter 28 of the Acts of 2009