

165.1 CONFLICT OF INTEREST

No member of the Board nor any employee of the school district shall have a substantial interest in any contract, purchase of materials, or any other transaction involving school district funds.

The Board advises private disclosure of any pecuniary interest, less than substantial, which any member of the Board or any employee of the District may have in any transaction involving school district funds.

Business Related Gratuities

No member of the Board nor any employee of the District will accept gifts from any person, group, or entity doing, or desiring to do, business with the school district. All business-related gratuities are specifically prohibited except nominal value items widely distributed.

Employment

Applicants for employment in the School District of Wisconsin Rapids shall be selected regardless of their close relationship with a current employee(s) of the District. For the purposes of this policy, close relationship shall be defined as spouse, parent, son, daughter, sister, brother, brother-in-law, sister-in-law, son-in-law, daughter-in-law, niece, nephew, uncle, aunt, or cousin. However, to avoid possible conflicts of interest which may result from employment procedures, an employee who is in a close relationship with another employee or applicant shall not be involved in direct supervision with that employee or applicant. For this policy, direct supervision includes but is not limited to the authority, responsibility, or power to appoint, dismiss, promote, demote, evaluate, or recommend salary adjustments, or to participate in or recommend the appointment, dismissal, promotion, demotion, or salary adjustment of an applicant or employee.

Should an employee of the School District of Wisconsin Rapids be called upon to participate in the direct supervision of a person with whom that employee is related, the employee shall refrain from participating in such decision and shall instead delegate the decision-making authority regarding that person to the superintendent or the superintendent's designee. Should the superintendent be called upon to participate in a decision regarding the direct supervision of a close relative of the superintendent, the superintendent shall instead delegate the decision-making authority in regard to the employment status of that person to another employee of the School District of Wisconsin Rapids.

This policy is not intended to usurp the authority, nor the responsibility of the superintendent, as it relates to conflict of interest or potential conflict of interest regarding District staff.

LEGAL REF.: 19.42 Wisconsin Statutes
19.59
111.31
111.325
111.345
118.12
946.10
946.12
946.13

CROSS REF.: 524, Staff Gifts and Solicitations

APPROVED: November 11, 1974

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December 11, 2000