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| <u>Section G:</u><br><br><b>Human Resources</b> | <b>Knox County Board of Education Policy</b>                     |                  |             |
|                                                 | <b>Descriptor Term:</b><br><br><b>Staff Conflict of Interest</b> | Descriptor Code: | Issued:     |
|                                                 |                                                                  | <b>G-160</b>     | <b>7/95</b> |
|                                                 |                                                                  | Reviewed:        | Revised:    |
|                                                 | <b>6/24</b>                                                      | <b>5/08</b>      |             |

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Employees of the Board shall not engage in, or have a financial interest in, any activity that raises a reasonable question of conflict of interest with their duties and responsibilities as members of the school staff. This includes but is not limited to the following:

1. School employees may not purchase for sale to students any goods or equipment or render any service to the school system on a commission basis;<sup>1</sup>
2. Employees who have patented or copyrighted any device, publication, or other item shall not receive royalties for use of such item in the school system;
3. Employees shall not engage in any type of work where the source of information concerning a customer, client, or employer originates from information obtained through the school system;<sup>2</sup>
4. The Board shall make no purchase of supplies, materials, or equipment from a school system employee<sup>2</sup>; and
5. Employees shall not sell instructional supplies, equipment and reference books in a territory that includes the parents of the children of the school in which the employee is assigned.
6. Employees shall be permitted to hold employment outside the school system so long as such activities do not (a) occur during the school day, or (b) interfere with regularly scheduled or appropriately assigned duties for the school system, or (c) reflect unfavorably on the school system.

Legal Reference:

1. T.C.A. § 49-6-2003.
2. Knox Co. Charter Provision 8.08.