

CONFLICTS OF INTEREST (EMPLOYEES)

All persons performing services or acting on behalf of the Topeka Public Schools, hereinafter referred to as “agents”, including the Board clerk; the Board treasurer; the superintendent; all school district employees (whether full-time or part-time, permanent or temporary, administrative, certified, or classified); all independent contractors or consultants; and all volunteers are expected to avoid being placed in a position of conflict of interest and will refrain from using their relationship with the Topeka Public Schools for personal or partisan gain.

Agents of the Topeka Public Schools will be accountable for maintaining their integrity and will avoid accepting anything of substantial value offered by any other person which is known to be or which may appear to be for the purpose of influencing their judgment or the performance of their duties.

Agents will not use the resources of the Topeka Public Schools (including supplies, property, funds or services of another agent) for personal business or the business of another or for personal advantage, benefit, or gain.

Agents will take no private action that will compromise the interests of the Topeka Public Schools or the effective performance of their duties.

Agents will not intentionally and knowingly participate in the solicitation, negotiation, drafting, recommendation or approval of any contract for goods and services on behalf of the Topeka Public Schools with any person or business entity with whom the agent has a familial, financial, ownership or employment relationship.

Agents will respect and maintain the confidentiality of all data, information, and records that are privileged under applicable law. Agents will render their decision based upon available facts, exercising independent judgment, and will not surrender their judgment to persons or special interest groups outside of the Topeka Public Schools.

Agents who, in good faith, believe that they have a conflict of interest will declare so and not participate in the decision or action about which they have a conflict of interest. Violations of this policy will result in appropriate discipline pursuant to applicable laws of the state of Kansas, Board of Education Policies, Superintendent’s Administrative Regulations and/or employment contracts and handbooks.