

## **GIFTS TO EMPLOYEES**

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### **I. PURPOSE**

The purpose of this policy is to avoid impropriety, conflict of interest, or the appearance of impropriety or conflict of interest with respect to gifts given to school district employees and board members. Gifts received should support the school district's mission.

### **II. GENERAL STATEMENT OF POLICY**

A. The school district recognizes that students, parents, and others may wish to show appreciation to school district employees. It is the policy of the school district, however, to discourage gift-giving to employees, and to encourage donors instead to write letters and notes of appreciation or to give small tokens of gratitude as memorabilia.

B. It shall be a violation of this policy for any employee to solicit, accept, or receive either by direct or indirect means, a gift from a student, parent, or other individual or organization of greater than nominal value.

C. It shall be a violation of this policy for any employee to solicit, accept, or receive a gift from a person or entity doing business with or seeking to do business with the school district. Employees may accept items of insignificant value of a promotional or public relations nature. The director has discretion to determine what value is "insignificant."

D. Teachers may accept from publishers' free samples of textbooks and related teaching materials.

E. This policy applies only to gifts given to employees where the donor's relationship with the employee arises out of the employee's employment with the school district. It does not apply to gifts given to employees by personal friends, family members, other employees, or others unconnected to the employee's employment with the school district.

### **III. DEFINITION**

"Gift" means money, real or personal property, a service, a loan, a forbearance or forgiveness of indebtedness, or a promise of future employment, that is given without something of equal or greater value being received in return.

### **IV. PROCEDURES**

Any employee considering the acceptance of a gift shall confer with the administration for guidance related to the interpretation and application of this policy. Administration may choose to confer with a gift acceptance committee. The school board will appoint a committee as necessary.

APPROVED: May 5, 2008 JKL

REVISION ADOPTED: November 10, 2008

## V. VIOLATIONS

Employees who violate the provisions of this policy may be subject to discipline, which may include reprimand, suspension, and/or termination or discharge.

## VI. REVIEW

This policy will be reviewed annually.

### ***Legal References:***

Minn. Stat. 10A.07 (Conflicts of Interest)

Minn. Stat. 10A.071 (Prohibition of Gifts)

Minn. Stat. 15.43 (Acceptance of Advantage by State Employee; Penalty)

Minn. Stat. 471.895 (Certain Gifts by Interested Persons Prohibited)

MSBA/MASA Model Policy 209 (Code of Ethics)

MSBA/MASA Model Policy 210 (Conflict of Interest - School Board Members)

MSBA/MASA Model Policy 306 (Administrator Code of Ethics)