TOWNSHIP OF UNION BOARD OF EDUCATION
Union, New Jersey

Policy

FILE CODE: 4319.21
_____ Monitored
_____ Mandated
__X__ Other Reasons

EMPLOYMENT RELATIONSHIPS

The Township of Union Board of Education encourages a collegial and supportive atmosphere at work for its employees.

Close personal relationships between employees present a conflict of interest or the appearance of a conflict of interest which may interfere with the operation of the school district and individual schools, may become a concern if they have the effect of impairing the job duties and responsibilities of any employee, can potentially result in the creation of a hostile work environment for any employee, and negatively impact the educational and/or co-curricular and extracurricular programs offered by the school district.

To avoid a conflict of interest or an appearance of conflict of interest, no employee may initiate or participate in, directly or indirectly, decisions involving a direct benefit, e.g. employment, promotion, salary, observations and evaluations, work assignments or other working conditions to those related by blood or marriage, membership in the same household, including domestic partners, or persons with who an employee has an intimate relationship.

A conflict of interest exists under this policy when there is an intimate relationship in the context of employment supervision, observation and evaluation. No supervisor may influence, directly or indirectly, salary, promotion, observation and evaluation, work assignments or other working conditions for an employee with whom such a relationship exists. Supervisors involved in a relationship, in the context of supervision, shall discuss the matter on a confidential basis with the Superintendent of Schools to assess the implications for the workplace and make arrangements to ensure that employment-related decisions are made in an appropriate and unbiased setting.

Adopted: _____, 2016

Legal References:	N.J.S.A. 18A:11-1	General mandatory powers and duties
	N.J.S.A. 18A:12-21 et seq.	School Ethics Act
	N.J.S.A. 18A:16-1	Officers and employees
	N.J.A.C. 6A:28-1.1 et seq.	School Ethics Commission

Cross References:	Board Policy 4112.8/4212.8	Nepotism
	Board Policy 4119.21	Nepotism