

PERSONNEL

NONASSOCIATION EMPLOYMENT/CONSULTING

NonAssociation Employment/Consulting

The NJSBA has always attempted and has succeeded in attracting professional staff members of high quality. Recognition of this quality results in staff members being requested to serve as paid consultants to government, colleges, out of state education agencies and other organizations.

It is believed that both the NJSBA and the person involved profit by such assignments, and that staff members should be free to accept such assignments within reasonable limits and where no conflict of interest is involved.

Paid Consulting

All paid consulting requests shall be submitted to the employee's immediate supervisor for approval prior to acceptance. Staff shall be required to use vacation days for such consulting activities. Preparation of materials for such activities may not be done during working hours.

No employee of the NJSBA shall engage in or have a direct or indirect financial interest in any activity that conflicts with his/her duties and responsibilities or compromises the integrity of the NJSBA.

Authority: BD 5/78

Revised: BD 1/89  
BD 10/00

See Also: GO/4118.13

Private Services

Staff are prohibited from providing private services to Board of Directors and Executive Committee members. Board of Directors and Executive Committee members are similarly prohibited from providing private services to staff. Supervisors are prohibited from providing private services to their subordinates. Subordinates are prohibited from providing private services to their supervisors. Colleagues are prohibited from providing private services to other colleagues when compensation for such services is involved.

Authority: BD 1/89

Revised: BD 1/92

**N E W J E R S E Y S C H O O L B O A R D S A S S O C I A T I O N**

**GOVERNANCE & OPERATIONS**

**FILE CODE: GO/4134**

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Annual Statement

Employees shall be required to sign a statement annually stating that they adhere to the Association's Conflict of Interest policies on NonAssociation Employment/Consulting, Paid Consulting and Private Services.

Authority: BD 10/90

See Also: GO/4118.13