

CODE OF ETHICS

I. Statement of Intent

The Board of Education recognizes that public officers and employees must observe rules of ethical conduct in order to assure public confidence in the work of Questar III as a public education organization and to assure that Questar III provides a high level of service and value to the school districts it serves. This policy establishes a Code of Ethics that will govern the conduct of officers and employees of Questar III. The standards of conduct provided in this code will be in addition to those found in Article 18 of the General Municipal Law or any other general or special law relating to ethical conduct and interests of contracts of municipal officers or employees.

II. Definitions

The following terms will have the meanings ascribed to them for purposes of this policy:

- “Public officer” or “officer” means the Board of Education members, District Superintendent, Superintendent, Board Clerk and Board Treasurer.
- “Employee” means any full time or part time employee of Questar III.
- “Interest” means a pecuniary or material benefit accruing to an officer or employee, unless the context otherwise requires.

III. Standards of Conduct for Officers and Employees

Every officer or employee of Questar III shall be subject to and abide by the following standards of conduct:

- Conflicts of Interest. Officers and employees shall have no conflict of interest, as defined and prohibited by Article 18 of the General Municipal Law.
- Gifts. Officers and employees shall not directly or indirectly solicit any gift, or accept or receive any gift having a value of \$75 or more, in any form including but not limited to money, services, loan, travel, entertainment, hospitality, thing or promise, under circumstances in which it could reasonably be expected to influence such officer or employee in the performance of his or her official duties, or was intended as a reward for any official action on his or her part.
- Confidential Information. An officer or employee shall not disclose confidential information acquired by him or her in the course of his or her official duties or use such information to further his or her personal interests.
- Representation Before Questar III. An officer or employee shall not receive compensation, or enter into any agreement, express or implied, for compensation for services to be rendered in relation to any matter before Questar III. This provision shall not prohibit payment of compensation by Questar III to an employee or compensated officer.
- Disclosure of Interest in Matters. To the extent that he or she knows, any officer or employee of Questar III who participates in the discussion or gives official opinion to Questar III on any legislation or other official act before the Board of

Education, shall publicly disclose on the official record the nature and extent of any direct or indirect financial or other private interest he or she has in such legislation or official act.

- Appearance of Conflict. The Board recognizes that the mere appearance of conflicts of interest can diminish the community's confidence in the Board's decisions. Questar III officers and employees should be mindful of this and should avoid conduct that creates the appearance of conflicts of interest.
- Future employment. No officer or employee shall, after termination of service or employment with Questar III, appear for compensation provided by another public or private person or entity, before the Board of Education in relation to any matter in which he or she personally participated during the period of his service or employment or which was under his or her active consideration.

IV. Claims Not Affected

Nothing herein shall be deemed to bar or prevent the timely filing by a present or former Questar III officer or employee of any claim, account, demand or suit against Questar III on behalf of himself or any member of his or her family arising out of any personal injury or property damage or for any lawful benefit authorized or permitted by law.

V. Distribution of Code of Ethics Policy

The district superintendent shall cause a copy of this Code of Ethics Policy to be published on the Questar III website. Each officer and employee elected or appointed thereafter shall be furnished with a copy before entering upon the duties of his or her office or employment.

VI. Penalties

In addition to any penalty contained in any other provision of law, any person who shall knowingly and intentionally violate any of the provisions of this code may be fined, suspended or removed from office or employment, as the case may be, in the manner provided by law.

ADOPTED: 6/12/14

References

General Municipal Law, Article 18
Board Policy No. 5-130, Outside Employment