

Regulation Code: GBEA-R Conflicts of Interest

Definitions

For purposes of Board of Education Conflicts of Interest Policy GBEA and this administrative regulation, the following definitions shall apply:

1. A relative is any person who is related by blood or marriage, or whose relationship with the officer, employee or Board member is similar to that of person who are related by blood or marriage.

Additional Gift Guidelines

In addition to the express gift-related prohibitions listed above, with the exception of: (1) nominal perishable, consumable or other small gifts provided by students and/or their parents or guardians; or (2) items or meals of less than \$50.00 in value from any party, officers, employees and Board members should not accept gifts or services from third-parties in connection with their employment and/or service with the Board. Care should also be exercised to ensure that continuation of even nominal gifts does not build up to or create an appearance of impropriety.

Federal Funding Additional Requirements:

Requirements of CMS Staff that are recipients of federal funds are subject to additional requirements. The compliance statement is listed below:

“Contracts funded with federal grant or loan funds must be procured in a manner that conforms with all applicable Federal laws, policies, and standards, including those under the Uniform Guidance (2 C.F.R. Part 200).”

Supplemental conflict of interest regulations applicable for purchases funded with federal funds are attached hereto as **Appendix 1**.

Outside Employment and Disclosures

In addition to the above guidelines, officers, employees and Board members are prohibited from engaging in, soliciting, negotiating for or promising to accept outside employment with or render services for private interests when: (a) the private interests are doing or seek to do business with the Board of Education and the employee is or will soon be in a position to influence the business relationship either directly or indirectly, or (b) such conduct by the officer, employee or Board member impairs the proper discharge of official Board of Education business. Officers, employees and Board members are further prohibited from misusing information to which they have access by reason of their position with the Board of Education, such as the disclosure of confidential Board of Education information to developers, service providers or other third parties.

Questions or additional information regarding the Conflicts of Interest Policy or administrative Regulation or potential conflicts of interest, may be obtained from the Legal Department.

Legal References: [N.C.G.S. §§ 14-234, -236, -237, -238](#); [§§ 115C-37\(g\), -47\(6\), -48](#); [§ 133-32](#); [16 NCAC 6C.0602\(b\)\(4\)](#)

Cross References: GBAC, GBEB, GCR

Adoption Date: December 10, 2002

Charlotte-Mecklenburg Schools

Appendix 1: Conflict of Inte

B. Gifts. In addition to the prohibition against accepting gifts and favors from vendors and contractors under G.S. 133-32, officers, employees, and agents of the Charlotte Mecklenburg Board of Education are prohibited from accepting or soliciting gifts, gratuities, favors, or anything of monetary value from contractors, suppliers, or parties to subcontracts. Items of nominal value consistent with board policy (GBEA) and/or regulation (GBEA-R) which fall into one of the following categories may be accepted:

promotional items;
honorariums for participation in meetings; or
meals furnished at banquets.

Any officer, employee or agent who knowingly accepts an item of nominal value allowed under this policy shall report the item to his or her immediate supervisor.

III. Violation

Employees violating this policy will be subject to discipline up to and including termination. Contractors violating this policy will result in termination of the contract and may not be eligible for future contract award