

SCHOOL EMPLOYEE CONFLICT OF INTERESTS

Purpose

The Maggie L. Walker Governor's School Regional School Board is committed to maintaining public confidence and trust in the integrity of school officers and employees and emphasizes that the Virginia State and Local Government Conflict of Interests Act ("COIA") and the Ethics in Public Contracting provisions of the Virginia Public Procurement Act apply to all Regional School Board employees.

The Regional School Board holds its employees to the highest standards of integrity and encourages employees to avoid even the appearance of a conflict of interest or impropriety.

Compliance

Regional School Board employees are required to be familiar with and comply with applicable provisions of the law. Violations of applicable law could result in civil or criminal penalties.

The executive director or executive director's designee provides employees with information regarding access to the Virginia COIA and information on how to contact the Virginia Conflict of Interest and Ethics Advisory Council for assistance

If an employee has any questions whether an interest the employee has in a contract, transaction, or other matter involving the school is prohibited under law, the employee should contact the executive director or executive director's designee, or the Virginia Conflict of Interest and Ethics Advisory Council for guidance.

Awards to Employees for Exceptional Service

The Virginia COIA does not prohibit or apply to the acceptance by a teacher or other employee of Maggie L. Walker Governor's School Regional Board of an award or payment in recognition of meritorious or exceptional services when the award or payment is made by an organization exempt from federal income taxation pursuant to the provisions of Section 501(c)(3) of the Internal Revenue Code.

Advisory Opinions

Employees of Maggie L. Walker Governor's School may request and rely in good faith on written opinions regarding the Act from:

- the local Commonwealth's attorney;
- Their own local county or city attorney; or

- the Virginia Conflict of Interest and Ethics Advisory Council.

When seeking a written opinion, school employees must fully disclose all the facts to obtain the protections afforded by law.

Adopted: September 14, 2017
Amended: October 15, 2020
Amended: September 15, 2022
Amended: September 17, 2026

Legal Refs.: Code of Virginia, 1950, as amended, §§ 2.2-3101, 2.2-3102, 2.2-3103, 2.2-3103.2, 2.2-3104.1, 2.2-3109, 2.2-3110, 2.2-3112, 2.2-3121, 2.2-3124, 2.2-4367-4377, 30-355-358.

Cross Ref.:

Pol. 1001	Conflict of Interests and Disclosure Requirements
Pol. 5000.2	Employment of Family Members
Pol. 7010	Advertising in the Schools
Pol 7018	Vendor Relations
Pol 5101	Nonschool Employment by Staff Members
Pol 7013.1	Sales and Solicitations in Schools
Pol 7010	Advertising in the Schools