

**NEWBURYPORT PUBLIC SCHOOLS****GIFTS AND CONTRIBUTIONS TO INDIVIDUAL EMPLOYEES**

Understanding the desire of parents/guardians to recognize and thank teachers and other district employees who contribute to the education of their children; and in an effort to avoid any discomfort to the recipient of a gift; and also to establish policy in regard potential conflicts of interest between employees and entities conducting business with the Newburyport Public Schools, the school administration sets forth the following policy regarding gifts to individual employees of the Newburyport Public Schools and other potential conflicts of interest.

All district employees must abide by the conflict of interest laws for municipal employees outlined in M.G.L. c.268A. Specifically, M.G.L. c268A Section 3 (a) prohibits anyone from giving anything of substantial value to a present or former municipal employee for or because of any official act performed by the employee. Thus, gifts to employees of the school district should be small, token gifts or appreciation and must follow these guidelines.

***Note: The Massachusetts Ethics Commission has ruled that the value of a gift may not be divided by the number of contributors. The limit on the actual value of the gift may not exceed \$50.00.***

- A. Any gift from an individual or individual family of any kind to an employee of the Newburyport Public Schools shall not exceed \$50.00 per school year.
- B. Acceptance of a gift or contribution will not imply an endorsement of any business, product, service, special interest group, special advantages or influence.
- C. No gift may be accepted from a business concern supplying, or with an interest in supplying goods, materials equipment or services to the school systems. Small and clearly identifiable advertising or promotional items may be accepted.

This policy shall be implemented by the Superintendent of Schools and the administrative staff at each school location. Notice of this policy will be distributed to the families of all students at the start of the school year.

Read: School Committee Business meeting 2-26-07