

## **421 GIFTS TO EMPLOYEES**

### **I. PURPOSE**

The purpose of this policy is to avoid the appearance of impropriety or the appearance of a conflict of interest with respect to gifts given to Carver-Scott Educational Cooperative (CSEC) employees.

### **II. GENERAL STATEMENT OF POLICY**

- A. The CSEC recognizes that students, parents, and others may wish to show appreciation to CSEC employees. It is the policy of the CSEC, however, to discourage gift-giving to employees, and to encourage donors instead to write letters and notes of appreciation or to give small tokens of gratitude as memorabilia.
- B. It shall be a violation of this policy for any employee to solicit, accept, or receive either by direct or indirect means, a gift from a student, parent, or other individual or organization of greater than nominal value.
- C. It shall be a violation of this policy for any employee to solicit, accept, or receive a gift from a person or entity doing business with or seeking to do business with the CSEC. Employees may accept items of insignificant value of a promotional or public relations nature. The executive director has discretion to determine what value is “insignificant.” CSEC collectively insists that the vendor reflect their interest in receiving our business by submitting the best possible combination of good pricing, quality and service, based only on our stated needs for goods and/or services.
- D. Teachers may accept from publishers free samples of textbooks and related teaching materials.
- E. This policy applies only to gifts given to employees where the donor’s relationship with the employee arises out of the employee’s employment with the CSEC. It does not apply to gifts given to employees by personal friends, family members, other employees, or others unconnected to the employee’s employment with the CSEC.

### **III. DEFINITION**

“Gift” means money, real or personal property, a service, a loan, a forbearance or forgiveness of indebtedness, or a promise of future employment, that is given without something of equal or greater value being received in return.

### **IV. PROCEDURES**

Any employee considering the acceptance of a gift shall confer with the administration for guidance related to the interpretation and application of this policy.

## **V. VIOLATIONS**

Employees who violate the provisions of this policy may be subject to discipline, which may include reprimand, suspension, and/or termination or discharge.

***Legal References:*** Minn. Stat. § 10A.07 (Conflicts of Interest)  
Minn. Stat. § 10A.071 (Prohibition of Gifts)  
Minn. Stat. § 15.43 (Acceptance of Advantage by State Employee; Penalty)  
Minn. Stat. § 471.895 (Certain Gifts by Interested Persons Prohibited)

***Cross References:*** MSBA/MASA Model Policy 209 (Code of Ethics)  
MSBA/MASA Model Policy 210 (Conflict of Interest – School Board Members)  
MSBA/MASA Model Policy 306 (Administrator Code of Ethics)

**Board approved 1/11/1983**

**Reviewed/Revised 6/16/09**