

World Learner School



Policy: **528 GIFT ACCEPTANCE POLICY**

Effective: 6.25.18, 11.23.20

Revised:

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 school district employees and school board members.

II. GENERAL STATEMENT OF POLICY

A. World Learner School recognizes that students, parents, and others may wish to show appreciation to school district employees or board members. The policy of the district, however, is to outline parameters of gift acceptance.

B. A violation of this policy occurs when any employee or board member solicits, accepts, or receives either by direct or indirect means, a gift from a student, parent, or other individual or organization of greater than nominal value.

C. A violation of this policy occurs when any employee or board member solicits, accepts, or receives a gift from a person or entity doing business with or seeking to do business with the school district. Employees or board members may accept items of insignificant value of a promotional or public relations nature. The director has discretion to determine what value is "insignificant."

D. Teachers may accept from publisher's free samples of textbooks and related teaching materials.

E. This policy applies only to gifts given to employees or board members where the donor's relationship with the employee or board member arises out of the employee's or board member's employment or board member's connection with the district. It does not apply to gifts given to employees or board members by personal friends, family members, other employees, or others unconnected to the employee's employment or board member's connection with the district.

F. An elected or appointed member of a school board, a school superintendent, a school principal, or a district school officer, including the school business official, may not accept a gift from an interested person.

III. DEFINITION

A. “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.

B. “Interested person” means a person or a representative of a person or association that has a direct financial interest in a decision that a school board member, a superintendent, a school principal, or a district school officer is authorized to make.

C. “Nominal” is defined as less than \$50.

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:

WLS Policy 104 (School Board Conduct)

WLS Policy 111 (Conflict of Interest)

WLS Policy 603 (Code of Conduct)

MSBA/MASA Model Policy 306 (Administrator Code of Ethics)