



Teacher Hiring Conflict of Interest

Date: 2021 03 30

Policy Statement

The St. Clair Catholic District School Board is committed to a fair and transparent teacher hiring process and shall give due regard to avoid any conflicts of interest. No employee with the Board shall participate in, or influence the outcome of, the hiring of a person with whom the employee has a relationship.

Policy Goals

1. Define and address potential, apparent and actual conflicts of interest.
2. Facilitate the ability to maintain the highest business and ethical standards, and to facilitate the protection of the integrity of employees in the course of teacher hiring responsibilities to the Board.
3. Provide guidance to employees so that conflicts of interest are recognized and either avoided or resolved expeditiously through appropriate disclosure and management.

Definitions

Conflict of Interest means a potential, apparent, or actual conflict where an Employee's financial or other personal interest, whether direct or indirect, conflicts or appears to conflict with the Employee's responsibility to the Board, or with the Employee's participation in any recommendation or decision pertaining to teacher hiring within the Board.

Employee means full-time or part-time Employees of the School Board involved in teacher hiring.

External Activity means any activity of an Employee outside the scope of her/his employment with the School Board undertaken as part of a commercial or volunteer enterprise.

Relationship means any relationship of the Employee to persons of his or her immediate family whether related by blood, adoption, marriage, or common-law relationship, and any relationship of an intimate and/or financial nature during the preceding five years, any student-supervisor relationship, or any other past or present relationship that may give rise to a reasonable apprehension of bias.

Supervisor means the person to whom an Employee reports.