

Kingsport City Schools



Descriptor Term:

***GBE: Professional Commitment/ Conflict
of Interest***

Descriptor Code:

GBE

Date Approved:

February 7, 2008

All Kingsport City Schools employees are bound by the Code of Ethics of the City of Kingsport. An employee's conduct must be representative of an exemplary role model. The primary function of the school system is the education of children and youth. Each employee is expected to represent the school, school system and the community in a positive manner. In the event employee conduct, whether on or off duty, negatively impacts the mission, reputation, or goodwill of Kingsport City Schools, appropriate steps shall be taken to protect the school system and its mission.

Every employee of Kingsport City Schools shall accord the System his or her professional loyalty and arrange outside obligations, financial interests and activities so as not to conflict or interfere with this commitment. The System shall not unduly interfere with legitimate outside activities of individuals who fulfill their duties.

Concerns about conflict of interest occur when employees may have the opportunity to (a) use institutional privileges for personal gain or (b) influence business decisions of the System in ways that could lead to personal gain or give improper advantage to the employee's family or associate(s). In cases of uncertainty, an employee and/or supervisor may request a ruling from the Superintendent of Schools.

References:
TCA 8-17-101
Kingsport Ordinance 5558
TCA 49-5-410
TCA 49-6-2003
Policy GBEA
Policy KF
Policy IJND
Policy DJGA
Policy GCCAE

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