

Gifts to Staff Members

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Descriptor code: JLA, GAJB

A good school district seeks to employ people who are ethical in their relationships with students, parents, other employees, support groups and all companies with whom the district does business.

- Employees may not accept anything of value – consistent with guidelines of the State Ethics Commission – from companies that do business with the district, regardless of whether such items/services are rendered in the hope of increasing the sale of products/services or to influence employees.
 - Anything of value received as the result of the district’s business, financial or operational affairs will accrue to the school system as a unit.
 - “Gifts” will be interpreted to include the anything of value offered by companies.
- Employees may not accept anything of value under any guise or auspices from district support groups, school support groups, or school organization support groups and/or vendors.
 - However, support groups may give appreciation gifts to all employees within a group, provided the gifts are approved by the supervisor of those employees and provided the gifts meet the limitations set by state ethics laws and regulations.
 - For example, a PTO might give all teachers in a school t-shirts as part of a teacher appreciation campaign, with the principal’s approval.
 - Additionally, supplies or certificates for supplies given to teachers for use in the classrooms are acceptable, provided the supervisor approves the giving of the supplies/certificates and the supplies/certificates are used solely for the benefit of students and/or instruction.
- The giving of gifts to employees by students as well as exchange of gifts at holiday parties should be discouraged.

Any employee of the school district who accepts a gift which violates this board policy under any guise or auspices from a company or support group is subject to disciplinary action, up to and including termination.

Adopted June 28, 2016

Constitutional and Statutory Provisions

South Carolina Code, 1976, as amended

- Section 8-13-20 et seq. - State Ethics law