

POLICY

LACEY TOWNSHIP BOARD OF EDUCATION

Teaching Staff Members
3214/Page 1 of 2
CONFLICT OF INTEREST

3214 CONFLICT OF INTEREST

No teaching staff member of the Board of Education shall have any interest, financial or otherwise, direct or indirect, or engage in any business or transaction or professional activity which is in conflict with the proper discharge of the teaching staff member's duties.

No teaching staff member shall use or attempt to use his/her position to secure unwarranted privileges or advantages for himself/herself or others.

No teaching staff member of the Board shall act in his/her official capacity in any matter wherein he/she has a direct or indirect personal financial interest, such as selection on purchase of any textbook or other materials on which he/she receives a royalty.

No teaching staff member of the Board shall accept any benefit, gift, favor, service or other thing of value under circumstances from which it might be reasonably inferred that such benefit, gift, service or other thing of value was given or offered for the purpose of influencing the teaching staff member in the discharge of his/her duties.

Bribery and corrupt practices by employees as described in the criminal justice code are forbidden and shall be prosecuted to the full extent of the law.

The Board of Education discourages the presentation of gifts to teaching staff members by students and their parent(s) or legal guardian(s), because it may embarrass students with limited means and give the appearance of currying favor.

The Board directs that teaching staff members instruct their students to express their appreciation by means other than gifts.

Teaching staff members may receive gifts of only nominal value from students or their parent(s) or legal guardian(s).

The Superintendent may approve an act or gift of appreciation to an individual teaching staff member when special circumstances warrant.

Activities of Staff

All employees are prohibited from engaging in activities on school property that potentially present a conflict of interest.

All employees are prohibited from engaging in any activity in the presence of students during the performance of the employee's duties, which activity is intended or designed to promote, further, or assert a position on any voting issue, board issue, or collective bargaining issue.



POLICY

LACEY TOWNSHIP BOARD OF EDUCATION

Teaching Staff Members
3214/Page 2 of 2
CONFLICT OF INTEREST

The provisions of this policy do not apply to the discussion and study of politics and political issues appropriate to the BOE-approved curricula, the conduct of elections, or the conduct of employee representative elections. Notwithstanding, teaching staff members shall avoid discussion or display of any controversial issues unless such discussion is age-appropriate, germane to the topic of the course or academic subject being taught, and fact-based without opinion held. Similarly, classroom decor shall be age-appropriate and content-neutral, unless such content is germane to the topic of the course or academic content at the time being taught.

Nothing in this Policy shall be interpreted to impose a burden on the constitutionally protected speech or conduct of a staff member or a student.

Disciplinary Action

Violations of this policy may result in disciplinary action.

N.J.S.A. 18A:6-8; 18A:11-1

Adopted: November 21, 2005
Revised:



POLICY

LACEY TOWNSHIP BOARD OF EDUCATION

Support Staff
4214/Page 1 of 2
CONFLICT OF INTEREST

4214 CONFLICT OF INTEREST

No support staff member of the Board of Education shall have any interest, financial or otherwise, direct or indirect, or engage in any business or transaction or professional activity which is in conflict with the proper discharge of the support staff member's duties.

No support staff member shall use or attempt to use his/her position to secure unwarranted privileges or advantages for himself/herself or others.

No support staff member of the Board shall act in his/her official capacity in any matter wherein he/she has a direct or indirect personal financial interest, such as selection on purchase of any textbook or other materials on which he/she receives a royalty.

No support staff member of the Board shall accept any benefit, gift, favor, service or other thing of value under circumstances from which it might be reasonably inferred that such benefit, gift, service or other thing of value was given or offered for the purpose of influencing the support staff member in the discharge of his/her duties.

Bribery and corrupt practices by employees as described in the criminal justice code are forbidden and shall be prosecuted to the full extent of the law.

The Board of Education discourages the presentation of gifts to support staff members by students and their parent(s) or legal guardian(s), because it may embarrass students with limited means and give the appearance of currying favor.

The Board directs that support staff members instruct students to express their appreciation by means other than gifts.

Support staff members may receive gifts of only nominal value from students or their parent(s) or legal guardian(s).

The Superintendent may approve an act or gift of appreciation to an individual support staff member when special circumstances warrant.

Activities of Staff

All employees are prohibited from engaging in activities on school property that potentially present a conflict of interest.

All employees are prohibited from engaging in any activity in the presence of students during the performance of the employee's duties, which activity is intended or designed to promote, further, or assert a position on any voting issue, board issue, or collective bargaining issue.



POLICY

LACEY TOWNSHIP BOARD OF EDUCATION

Support Staff
4214/Page 2 of 2
CONFLICT OF INTEREST

The provisions of this policy do not apply to the discussion and study of politics and political issues appropriate to the BOE-approved curricula, the conduct of elections, or the conduct of employee representative elections. Notwithstanding, support staff members shall avoid discussion or display of any controversial issues unless such discussion is age-appropriate, germane to the topic of the course or academic subject being taught, and fact-based without opinion held. Similarly, classroom decor shall be age-appropriate and content-neutral, unless such content is germane to the topic of the course or academic content at the time being taught.

Nothing in this Policy shall be interpreted to impose a burden on the constitutionally protected speech or conduct of a staff member or a student.

Disciplinary Action

Violations of this policy may result in disciplinary action.

N.J.S.A. 18A:6-8; 18A:11-1

Adopted: November 21, 2005



POLICY

STUDENTS
5337.1/Page 1 of 3
THERAPY DOG

5337.1 THERAPY DOG

The school district supports the use of therapy dogs for the benefit of its students subject to the conditions of this policy. Benefits from working or visiting with a therapy dog include reduced stress, improved physical and emotional well-being, low blood pressure, decreased anxiety, improved self-esteem, and normalization of the environment, increasing the likelihood of successful academic achievement by the student. Examples of activities that students may engage in with a therapy dog include petting and/or hugging the dog, speaking to the dog, giving the dog simple commands that the dog is training to respond to, and reading to the dog.

Animal Assisted Therapy is a goal-driven intervention, which is directed and/or delivered by a health, human, or education service professional and is meant to improve physical, social, emotional and/or cognitive function of an individual.

A therapy dog is a dog that has been individually trained, evaluated, and registered with his/her handler to provide animal assisted activities, animal assisted therapy and animal assisted interactions within a school or other facility. Therapy dogs are not the same as “emotional support animals” or “service animals”.

The handler is an individual school district staff member or volunteer who has been individually trained, evaluated, and registered with the therapy dog to provide animal assisted activities, animal assisted therapy, and animal assisted interactions within a school or other facility.

The handler shall assume full responsibility for the therapy dog’s care, behavior, and suitability for interacting with students and others in the school while the therapy dog is on school district property.

The following information will be kept current and submitted to the Board of Education:

- The proof of registration as a therapy dog handler with the individual therapy dog to be used (Note: Such registration shall be from a certified program with proof of an evaluation or certificate.)
- Proof from a licensed veterinarian that the therapy dog is in good health and has been immunized against diseases common to dogs. Such vaccinations shall be kept current and up to date at all times.
- Proof of licensure from the local dog licensing authority.



POLICY

STUDENTS
5337.1/Page 2 of 3
THERAPY DOG

- Copy of an insurance policy with minimum coverage as noted below, that provides liability coverage for the work of the handler and therapy dog while the two are on school district property.
 - The limits of the policy shall be \$1,000,000 bodily injury and property damage combined single limit of liability, which is equal to the Boards' coverage. The Board of Education shall be named as an "additional insured" on all certificates of insurance.
- In addition, each application must be accompanied by a completed Hold Harmless Agreement.

Therapy Dog Standards and Procedures:

Registration: The therapy dog shall have a certificate in good standing from organization or certified program that requires an evaluation of the therapy dog and handler.

Health and Vaccination: The handler shall submit proof from a licensed veterinarian that the therapy dog is in good health and has been immunized against diseases common to dogs. Such vaccinations shall be kept current and up-to-date at all times.

Licensing: The handler and therapy dog shall wear appropriate identification issued by the school district.

Health and Safety: The Board of Education shall ensure that the therapy dog does not pose a health and safety risk to any student, employee, or other person at school and that the therapy dog is brought to the school district only when properly groomed, bathed, free of illness or injury and of the temperament appropriate for working with children and others in the schools.

Control: The handler shall ensure that the therapy dog wears a collar or harness and a leash no longer than four feet and shall maintain control of the therapy dog by holding the leash at all times that the therapy dog is on school district property, including during breaks, unless holding such leash would interfere with the therapy dog's safe, effective performance of its work or tasks. However, the handler shall maintain control of the therapy dog at all times and shall not tether the therapy dog to any individual or object.



POLICY

STUDENTS
5337.1/Page 3 of 3
THERAPY DOG

Supervision and Care of the Therapy Dog: The handler shall be solely responsible for the supervision and humane care of the therapy dog, including any feeding, exercising, and cleaning up after the therapy dog while the therapy dog is in the school building or on school property. The handler shall not leave the therapy dog unsupervised or alone on school property at any time.

Authorized Area(s): The handler shall ensure that the therapy dog has access to only such areas of the school building or properties that have been authorized by school district administrators.

Allergies and Aversions: The handler shall remove the therapy dog to a separate area, as designated by the school administrator, in such instances where any student or school employee who suffers dog allergies or aversion is present in an office, hallway, or classroom.

Recordkeeping: Handlers shall sign in their therapy dog upon arrival and sign him/her out on their departure.

Exclusion or removal from School District Property: A therapy dog may be excluded from school district property if a school administrator determines that: (1) The handler does not have control of the therapy dog; (2) The therapy dog is not housebroken; (3) The therapy dog presents a direct and immediate threat to others in the school; or (4) The therapy dog's presence otherwise interferes with the educational program. The handler shall immediately remove his/her therapy dog from school property when instructed to do so by a school administrator.

Adopted:



POLICY

PROPERTY
7250/Page 1 of 1
SCHOOL AND FACILITY NAMES

7250 SCHOOL AND FACILITY NAMES

School buildings and separate school facilities, both on school grounds and within school buildings, shall be named only by formal action of the Board of Education. In naming schools and facilities, the Board shall strive to honor the traditions and high ideals of this district and the community it serves.

A school building or school facility may be named to memorialize the outstanding service of a school district employee or officer of the Lacey Township School District.

No such employee or officer will be considered for memorialization in a school or facility name during his/her lifetime.

Adopted:

