

**Portage Public Schools
Monitoring Report**


Policy Type: Executive Limitation
Policy Title: (2.8) Conflict of Interest

Global Board Policy

The Superintendent shall not engage in or allow any practices which result in a conflict of interest detrimental to the interests of the organization.

Certification

I hereby present my monitoring report on Executive Limitation, 2.8, "Conflict of Interest" in accordance with the monitoring schedule established by the Board. I certify that the information provided in this report is true as of October 13, 2014.



Signature

10.8.14

Date

Interpretation

I submit that the Boards' Policy is comprehensively interpreted in the succeeding sections. My interpretations of those sections, the report and conclusion statements are presented below.

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2.8.1 POLICY LANGUAGE

The Superintendent shall not conduct Portage Public Schools business, including hiring and employment, with any organization or individual in which she or he has a direct business, financial, familial or personal interest.

Interpretation

I interpret this to mean that I will disclose to the Board of Education, prior to approval, any employment contract or contract for services, products or materials in which I or an immediate family member stands to gain financially or personally from such contract.

Report

As reported in the Monitoring Report for Policy 2.6.5, a conscious effort is made by the Business Office staff and Executive Leadership Team to determine if a conflict of interest exists, including conflicts involving the Superintendent. Purchases above approximately \$100,000 receive additional scrutiny and require Board approval.

No violations of this provision have occurred. I do not have a direct business or financial interest in any organizations or with individuals who do business with Portage Public Schools. The only familial relationship that exists is that one of my daughters is an employee of Renaissance Learning, a company that has provided instructional products and services to Portage Public Schools before I was hired. This was disclosed to the Board at the time of my hire and again when materials and services have been contracted for.

Conclusion Statement

The organization met expectations.

2.8.2 POLICY LANGUAGE

The Superintendent shall not conduct Portage Public Schools business with any organization with which or individual with whom she or he has a substantial and direct affiliation, except for those affiliations which arise as a representative of Portage Public Schools.

Interpretation

I interpret this to mean that I would disclose to the Board any substantial and direct affiliations I might have with any organization or individual with whom the District conducts business or intends to conduct business. Further, I interpret substantial and direct affiliations to mean that I would be a director, trustee, officer or employee of the organization or have an unofficial role such as significant donor, volunteer, advocate or advisor.

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I do not have a substantial and direct affiliation with any individual or organization that does business with Portage Public Schools. As Superintendent in Paw Paw for 18 years, I had a number of social affiliations with various individuals who represented organizations with whom we did business. Many of those affiliations continue as I represent Portage Public Schools.

Conclusion Statement

The organization met expectations.

2.8.3 POLICY LANGUAGE

The Superintendent shall not conduct Portage Public Schools business, with or without a formal contract, in which he or she stands to receive more than a nominal direct personal benefit in the manner of a gift, promotional award, or similar offering.

Interpretation

I interpret “nominal direct personal benefit” to mean a gift, service, award or activity that deviates significantly from benefits offered and enjoyed by other Superintendents in the State of Michigan.

Report

The State of Michigan has not established limits for K-12 superintendents for what could be considered a personal benefit. Other than the occasional lunch/dinner invitation and/or attendance at an athletic/social event or function for which fees are paid, I receive no other personal benefit. This, based on observations and conversations with my peers, appears to be customary practice.

Conclusion Statement

The organization met expectations.

2.8.4 POICY LANGUAGE

The Superintendent shall not conduct Portage Public Schools business, with or without a formal contract, in which he or she stands to receive a personal payment of any amount.

Interpretation

I interpret “personal payment of any amount” to mean any compensation received through cash, check, stock, bonds or other vehicle that transfers funds to me.

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I have received no such payments.

Conclusion Statement

The organization met expectations.