

CONFLICT OF INTEREST SCENARIOS

ACTIONS

1. Review the scenario
2. Check your own policy
3. If there is a perceived or real Conflict of Interest, determine the process for declaring, challenging, debating and voting
4. Evaluate your policy for any revisions

The Volunteer

Trustee Lenora volunteers in the “Labour Party” regional office. The Labour Party is a strong union supporter and actively campaigns during trustee elections. At the inaugural meeting of the board, new committees are being struck and Trustee Lenora requests to be part of the Personnel Committee which includes contract negotiations.

Bad Blood

Trustee Hatfield has not spoken to his sister, Vera McCoy in 10 years over a land dispute that is still unresolved. Ms. McCoy’s daughter is a principal in the division and is viewed as an excellent candidate for Superintendent. The current Superintendent has given his notice and will retire in one month. A search committee for the new Superintendent was struck but did not include Trustee Hatfield. The committee is providing a recommendation on three candidates to the whole board at their next meeting, asking that the whole board vote on the hiring. One of the candidates is Ms. McCoy’s daughter.

Decreased Funding

It has been determined that the music program, that used to be available in four schools in the division, is being downsized and will now be available in only two schools. The two schools not chosen will bus students in. The board is to determine which of the four schools will deliver the music program. Two of the trustees have children in two of the four schools and those children have been involved in the music program.

Vendor Relations

There has been a long-standing contract with A+ Maintenance for snow-clearing and grass cutting at three schools in the division. The contract is now up for renewal. When the service was initially contracted, the only vendor around was A+ Maintenance. The owner of A+ is the brother-in-law of Trustee Grindolf. The board has not put out a tender but two other vendors have approached other trustees asking to put in a bid. Trustee Grindolf is part of the Maintenance Committee who is now tasked with developing the tender criteria.

Division Connections

Following recent elections, Trustee Trumain has asked to be part of the teacher negotiating committee for Hilltop Division. Her son drives a bus in an adjacent division. Should Trustee Trumain declare a conflict of interest and not be part of the negotiations committee?

Helping Hand

The daughter of Trustee Trumain’s neighbor is a teacher at Trailhead High School. The teacher recently stepped out of line on a disciplinary issue. The Superintendent reprimanded the teacher and wrote her a letter outlining the issue. A copy of the letter is to go in the teacher’s file. The teacher had a private conversation with Trustee Trumain and gave her side of the story. When the Superintendent brought up the situation at the next board meeting (in camera), Trustee Trumain suggested the Superintendent not include the letter in the teacher’s file, noting she was still quite new at her job. Trustee Trumain asked that the board decide by motion whether this should happen.