

# NPS STAFF GIFT AND SOLICITATIONS POLICY

The Newton Public Schools Staff Gifts and Solicitations Policy is updated and incorporates current Massachusetts Conflict of Interest Law M.G.L. c. 268A. This replaces the earlier 1991 policy.

Newton Public Schools allows a group gift to an individual staff member only if the gift is identified as being from the entire class, the identity of the givers and the individual amounts are not disclosed to the recipient, and the gift does not exceed \$150 per school year. This differs from a gift for the classroom (\*).

Individual gifts of appreciation in the form of sentimental tokens are allowed. Gifts of commercial value are not permitted.

NPS allows and encourages giving to charitable organizations such as school PTO's or the Newton Schools Foundation's Honor Thy Teacher Program which honors staff while supporting our schools.

For any questions about this policy and our procedures, please contact the Department of Human Resources.

\*Please see the Equity Policy for information on classroom gifts or donations.

## **Gifts from a class to a teacher/staff member**

- ◆ **Must be identified as being from the entire class**
- ◆ **Gift(s) may not exceed \$150 per school year**
- ◆ **If the gift is to be used in the classroom, it must comply with the Elementary Equity Policy**

## **Gifts from an individual or family to a teacher/staff member**

- ◆ **Sentimental tokens are allowed**
- ◆ **Gift may not have commercial value (e.g. no gift cards)**
- ◆ **Giving to charitable organizations, such as PTOs or the Newton School's Foundation "Honor Thy Teacher" program is encouraged.**
- ◆ **If the gift is to be used in the classroom, it must comply with the Elementary Equity Policy**