BOARD POLICY

GAJB

PERSONNEL
GIFTS TO STAFF MEMBERS

~~**JULY 21, 2014**~~
DECEMBER 14, 2026

Employees shall not accept gifts of any kind from students, parents, or those doing or interested in doing business with the school district, except as set forth in this policy. ~~It is recognized that students, parents, and those doing or interested in doing business with the school district may, as an expression of appreciation and goodwill, offer occasional or seasonal gifts or invitations to be entertained. Such gifts or invitations may be accepted only on an occasional basis. When such gifts or invitations are accepted, and exceed $75 in value, they must be immediately disclosed, in writing, to the superintendent or designee. The written disclosure must identify (a) the gift, favor, or invitation, (b) its value, (c) the individual and organization from whom it was received, and (d) the date it was received and must be signed by the employee(s) receiving the gift, favor, or invitation.~~

The school district recognizes that students, parents, and business partners may occasionally offer gifts or event invitations as tokens of appreciation. Employees may accept these gestures on a rare, occasional basis, provided they follow reporting requirements. If an accepted gift, favor, or invitation is worth more than $75, the employee must report it in writing to the superintendent or their designee in a timely manner. This written report must be signed by the recipient and include:

- A description of the gift, favor, or invitation
- Its monetary value
- The name and organization of the giver
- The date it was received

Employees are prohibited under any circumstances from accepting a gift, favor, or invitation which tends to influence the manner in which the employee performs his/her official duties.

Under no circumstances may an employee solicit, directly or indirectly, any gift, favor, or invitation from any student, parent, volunteer, or those doing or interested in doing business with the school district.

~~Employees may, in the course of their duties, accept an invitation to lunch, dinner, or other functions to discuss school district business or operations. When such invitations to lunch, dinner, or other functions are accepted, and exceed $40 in value, they must be immediately disclosed, in writing, to the superintendent or designee.~~

Employees may accept invitations to meals or functions if the event directly relates to discussing school district business or operations. However, if the value of the meal or event exceeds $40, the employee must immediately report it in writing to the superintendent or their designee.

~~The Board always welcomes appropriate letters of appreciation to staff members~~

To maintain professional standards while allowing community appreciation, the Board strongly encourages personal letters and notes of thanks to staff members as the preferred alternative to physical gifts.

LEGAL REF . : MCL 750.12