

School Committee Policy  
North Andover Public Schools

**Employee Gift Policy**

In accordance with Massachusetts General Law 268A and State Ethics standards, school personnel are prohibited from accepting personal gifts from a contributor (single or collective) that total more than \$50.00 over the course of a single school year.

The School Committee acknowledges that students or parents may wish to express their gratitude to a teacher. However, the acceptance of personal gifts by school personnel from parents and/or students, or from suppliers, can be subject to misinterpretations and a source of embarrassment to the school system and all persons involved. Given these considerations, the School Committee encourages families, students, or others to demonstrate their personal appreciation through other modes of expression such as contributions to a North Andover Public School program (e.g. scholarship, media center, leveled book collection, classroom materials, educational fund, etc.). Other means of expression, such as items that are principally sentimental in nature or of insignificant financial value, are acceptable.

References:

M.G.L. ch. 268A (Conduct of Public Officials, Employees)

M.G.L. ch. 44, §53A (Grants and Gifts; Acceptance and Expenditure)

Massachusetts Ethics Commission rulings

NASC Approved: December 4, 2008