



**Legends Charter School
Board of Directors
Conflict of Interest Policy**

Purpose

The purpose of this Conflict of Interest Policy is to ensure that the decisions of the Legends Charter School Board of Directors are made solely in the best interests of the school and its students, free from any improper influence or appearance of impropriety. This policy aligns with the standards of national charter school boards, Maryland regulations, and the Conflict of Interest requirements outlined by Prince George’s County Public Schools (PGCPS).

Scope

This policy applies to all members of the Legends Charter School Board of Directors, including officers and any individuals in a decision-making capacity. The intent is to prevent any real or perceived conflict of interest that could compromise the integrity of the board’s governance.

Definitions

- **Conflict of Interest:** A situation in which a Board member's personal or financial interests could improperly influence their duties or create an appearance of bias.
- **Related Party:** Any individual or entity with whom the Board member has a close personal or financial relationship, including but not limited to family members, business partners, or employers.

Policy

1. Duty to Disclose

Each Board member shall disclose any financial, personal, or other interest that could present a potential or actual conflict of interest with their responsibilities to the school. Disclosure shall occur annually and whenever such a situation arises.

2. Annual Disclosure Forms

Board members must complete and submit the Prince George’s County Public Schools Conflict of Interest Form annually, acknowledging their understanding of this policy and declaring any potential conflicts.

3. Board Member Recusal

In cases where a conflict of interest exists, the Board member must recuse themselves from discussions and votes on matters in which they have a personal or financial interest. This includes:

- Financial transactions with businesses owned or controlled by the Board member or a Related Party.
- Employment or compensation arrangements with the school or its vendors involving the Board member or a Related Party.
- Any decision in which the Board member's objectivity might be compromised.



4. Prohibited Conflicts

Board members are prohibited from:

- Using their position on the Board to benefit themselves, their families, or Related Parties financially.
- Soliciting gifts, favors, or services that could be interpreted as influencing their vote or decisions.
- Entering into contracts or agreements with Legends Charter School without full disclosure and Board approval after appropriate evaluation of the conflict.

5. Review of Potential Conflicts

The Board Chair and, if necessary, legal counsel shall review disclosed conflicts and recommend actions to the full Board, which may include recusal or other measures to ensure the integrity of decision-making processes.

6. Compliance with Laws and Standards

This policy is consistent with Maryland state laws and national charter school governance standards. The Board will review the policy periodically to ensure compliance with evolving regulations.

7. Violations of the Policy

Failure to comply with this policy may result in disciplinary action, including removal from the Board. Board members found to have willfully violated this policy may also face legal consequences as permitted by law.

Annual Review

This Conflict of Interest Policy shall be reviewed and updated annually to reflect any changes in legal requirements, national standards, or school operations.