



Hawthorn Academy
Policy: Conflict of Interest Policy
Adopted: Sept. 10, 2009

PURPOSE

The purpose of this policy is to ensure that the Board of Directors (the "Board") of Hawthorn Academy (the "School") conduct themselves in a manner that avoids actual or apparent conflicts of interest. All business decisions must be made in the School's best interest. A conflict of interest arises when the judgment of a Board member is or may be influenced by considerations of improper personal gain or benefit to the individual or to another person.

POLICY

A Board member shall not have any direct or indirect pecuniary interest (as defined by law) in a contract with the School, nor shall he/she furnish directly any labor, equipment, or supplies to the school.

In the event that a Board member is employed by a corporation or business, or has a secondary interest in a corporation or business which furnishes goods or services to the School, the Board member shall declare his/her secondary interest and refrain from debating or voting upon the question of contracting with the company.

It is not the intent of this policy to prevent the School from contracting with corporations or businesses because a Board member is an employee of the firm. The policy is designed to prevent the placing of Board members in a position where their interest in the School and their interest in their places of employment (or other direct or indirect interest) might conflict and to avoid appearances of conflict of interest even if such conflict may not exist.

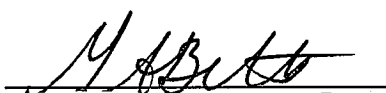
A Board member may not, during the time the member serves on the Board, be appointed to any civil office or employment position which has been created or the compensation of which has been increased by the action of the Board during the time the member serves on the Board.

A Board member may not be an employee of the School.

If a relative of a Board member is considered for employment in the School, the Board member must (a) disclose the relationship in writing to the other Board members and the Principal, (b) submit the employment decision for the approval, by majority vote, of the Board, (c) abstain from voting on the issue, and (d) be absent from any meeting when the employment of the relative is being considered or determined.

Volunteer activities of a member of the Board or member's spouse, other than in roles that are prohibited by this section, may be prescribed by policies developed and approved by the Board.

Signature:


Careta Betts, Vice President

9-10-09
Date