



STATE OF CONNECTICUT OFFICE OF STATE ETHICS

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State Department of Education Bureau Chief pays \$3,000 Penalty to the Office of State Ethics

Hartford – State Department of Education (SDE) employee James Mindek, of Coventry, Connecticut paid a \$3,000 penalty to the Office of State Ethics for violating the Code of Ethics when he used his state position in the hiring of his son for a temporary consulting position, and for failing to disclose the conflict of interest.

Section 1-84 (c) of the Code of Ethics states in pertinent part: No public official or state employee . . . shall use public office or position . . . to obtain financial gain for himself, his spouse, [or his] child. . .

In 2015 Mr. Mindek, as part of his official state duties, was responsible for hiring several outside consultants to temporary positions for the state. Following a round of interviews for one particular position (the “Help Desk” position, a lower-level technical support position), offers were made to several individuals. After the individuals declined the offer, Mr. Mindek arranged for his son to be interviewed and considered for the position.

The interview panel thereafter recommended the hiring of his son for the Help Desk position, and Mr. Mindek authorized the hiring. After his son was hired, Mr. Mindek maintained a supervisory relationship over his son. In addition, Mr. Mindek made some efforts to renew the temporary Help Desk position held by his son, so that his son could continue being employed, but these efforts were unsuccessful.

Section 1-86 (a) further required Mr. Mindek, when faced with a potential conflict of interest, to prepare a written statement signed under penalty of false statement describing the matter requiring action and the nature of the conflict. Mr. Mindek was then required to deliver a copy of the statement to his immediate superior. However, Mr. Mindek failed to prepare or deliver a conflict of interest disclosure with respect to the hiring and supervision of his son.

In addition to the monetary penalty, Mr. Mindek agreed to file Statements of Financial Interests with this Office for all future positions he holds for the state, and agreed to attend three hours of ethics training. Mr. Mindek admitted that the conduct violated the Code of Ethics.

“State employees with hiring authority and oversight of consultants and contractors, need to strictly adhere to these provisions,” said Carol Carson, Executive Director of the Office of State Ethics. “They may not use their positions of authority to benefit themselves or family members.”

View: Stipulation and Consent Order [2016-37](#).

The Connecticut Office of State Ethics mission is to ensure honesty, integrity and accountability in state government through education, interpretation and enforcement of the State of Connecticut Code of Ethics. To contact us please visit our website at www.ct.gov/ethics or call us at (860) 263-2400.