

NEPOTISM

Without specific Board of Education approval, no person shall be appointed, promoted, transferred, assigned, or otherwise employed in any position wherein, they would supervise, receive supervision, or be evaluated by a member of their immediate family. For the purpose of this policy, “immediate family” means: spouse; grandparent; grandchild; parent, stepfather, father-in-law, stepmother, mother-in-law; child, stepson, son-in-law, stepdaughter, daughter-in-law; sister, half-sister, stepsister, sister-in-law; or brother, half-brother stepbrother, brother-in-law. For the purpose of this policy, “supervise” means: the authority to recommend or approve the immediate family member’s appointment; promotion; salary; evaluation; termination; or other similar personnel actions.

In the event the marriage of two employees results in the husband and wife, or relative as defined above, being employed in a supervisory/subordinate relationship, one of the employees shall be transferred as early as possible, and not later than the end of the school year.

The superintendent of schools or designee may investigate complaints of undue influence, favoritism, or other conflicts of interest involving school district employees who are immediate family members but who are not involved in any supervisory relationship. The superintendent of schools or designee may also investigate complaints of undue influence, favoritism, or other conflicts of interest due to the interpersonal, non-familial relationship of school district employees. If determined to be in the best interest of the district, employees involved in such an interpersonal, non-familial relationship may be transferred as early as possible, but no later than the start of the next school year.