

NEPOTISM

The Board of Education recognizes the need to avoid nepotism relative to the hiring, placement, duties, and evaluation of all employees of the Board.

Assignment of Personnel

It is the policy of the Board to recruit and employ the most qualified individuals for all positions. The assignment of immediate family members to either supervise or evaluate the performance of another immediate family member is prohibited. This restriction on the assignment of family members serves to discourage favoritism and to prevent a conflict of interest in the completion of evaluations, disciplinary actions, extra-duty assignments, and possible promotions.

Definition of Immediate Family

For the purpose of this policy, members of the immediate family include spouses, children, stepchildren, wards, grandchildren, parents, grandparents, brothers, sisters, in-laws, uncles, and aunts. Nothing in this policy shall prevent the employment by the Board of members of the same family, provided their job assignments are made in accordance with this policy.

Restrictions

No employee may have direct supervision over the progress, performance, pay, or welfare of an immediate family member, and, together, they may not be involved with the financial controls or physical inventories of Board properties.

Unless prohibited by a collective bargaining agreement, whenever two (2) employees in the same school or department are in a supervisory-subordinate relationship and get married, the subordinate employee shall be transferred to another school or department as soon as such a position becomes available, unless the supervisory employee voluntarily transfers to another school or department instead.

Unless prohibited by a collective bargaining agreement, if an employee is promoted, assigned, or transferred to a supervisory position over a member of his or her immediate family, the subordinate employee shall be transferred to a comparable position in another school or department for which the employee is qualified as soon as such a position becomes available.

Assignment of Students

It is the policy of the Board to establish and maintain a classroom environment of fairness and equity for all students. As a general rule, no student should be assigned to or placed in a class taught by a member of the student's immediate family, as defined above.

Exceptions

The Superintendent may grant an exception to either the assignment of personnel or students in order to meet an identified school system or student need.