

General Personnel

Nepotism

Family members of the Board of Education and district administrators shall be ineligible for employment in the District in any capacity. No person shall be eligible for employment in full or part-time positions of any type within the district which would create a supervisor-subordinate relationship with any family members of non-administrative district employees. For purposes of this policy, family members shall be defined as parents, spouse, brother, sister, step-brother, step-sister, step-mother, step-father, step-children, grandparents, grandchildren, parents-in-law, brother-in-law, sisters-in-law, daughters-in-law, sons-in-law, cousins, guardians, aunts, uncles, nieces, nephews or any other type of relation, including but not limited to individuals living with the seated School Board and staff.

Personnel hired previous to December 9, 2009, where such relationships exist as defined above, will continue employment except that the district will strive to avoid a supervisory-subordinate relationship and/or placement in the same building. In such situations, the district reserves the right to transfer staff to another site within the district, consistent with any applicable collective bargaining agreement.

Where such relationships as defined above develop between employees, a direct supervisory-subordinate relationship and/or placement in the same building is not to occur. In such cases, the district has the right to transfer staff to another site within the district.

This policy does not apply to seasonal employees or temporary employment.

ADOPTED: December 9, 2009