



NEPOTISM

Definitions

For the purpose of this policy, “relative” shall be defined as an individual’s spouse, civil union partner, domestic partner, or the parent, child, brother, sister, aunt, uncle, niece, nephew, grandparent, grandchild, son-in-law, daughter-in-law, stepparent, stepchild, stepbrother, stepsister, half-brother or half-sister, of the individual or of the individual’s spouse, civil union partner or domestic partner, whether the relative is related to the individual or the individual’s spouse, civil union partner or domestic partner, by blood, marriage or adoption.

“Immediate family” shall be defined as an individual’s spouse, civil union partner, domestic partner, child, parent or sibling residing in the same household, whether related by blood, marriage or adoption.

Employment/Promotion of Relative

The Board of Trustees, in order to avoid both the reality and the appearance of conflict of interest in employment, will not appoint a relative of a board member or of the Executive Director to any employment position in this school. The board also directs that no relative of a board member or Executive Director shall be placed in nomination for any vacant position. The Executive Director shall not recommend to the board any relative of a board member or of the Executive Director. Nor shall any person be considered for employment in any position in which he/she would come under the direct or indirect supervision of any relative.

Further, no school administrator shall supervise, or exercise authority on personnel actions regarding a relative of the administrator. Where it is not feasible to eliminate such a direct or indirect supervisory relationship, appropriate screens and/or alternate supervision/reporting mechanisms shall be put in place.

As an exception to this policy, persons who are employees of the board on the date that this policy becomes effective or the date a relative becomes a board member or Executive Director shall not be prohibited from continuing to be employed in the school. This includes employees who must be renewed annually by the board. The Executive Director may recommend those employees for reemployment, transfer, promotion or removal.

Board Approval Date: 12/15/2009