



POLICY 402 -- HIRING PRACTICES/NEPOTISM

1. Purpose

The object of this policy is to promote good practices and prevent nepotism in hiring of school employees. The hiring of a school employee closely related to a member of the School Board, Commissioned Officer, or other management level employee may arouse public suspicion that the employee was hired on the basis of relationship rather than merit.

It is also the purpose of this policy to:

1. discourage favoritism
2. prevent disciplinary problems
3. inhibit personal cliques

2. Definition

“Commissioned Officer” means any district Superintendent, district Assistant Superintendent, or other commissioned officer of the School District.

“Management level employee” means any management or supervisory level employee not included within the definitions of Commissioned Officer or professional employee.

“School Director” will mean any person who is elected or appointed as a Director of the School District.

“Relative” will mean parent, grandparent, child, grandchild, spouse, brother, or sister.

3. Guidelines

1. No applicant for full-time, regular, continuous employment who is a relative of any School Director, Commissioned Officer, or management level employee will be employed by the School District. This policy established by this provision will be effective for all hiring decisions made on or after August 26, 1997.
2. This policy will be communicated to all School District personnel and applicants both for full-time and substitute positions.
3. Any District employee who is responsible for evaluating, promoting, disciplining, or terminating other District employees should not be placed in a position of having to make such personnel decisions affecting a member of his/her family. Recognizing that personnel decisions are crucial to an effective and efficient operation, it is in the best interests of the District to ensure proper accountability and perception thereof by avoiding family relationships in supervisor/supervisee roles. This paragraph is in no way intended to supersede or contradict Paragraph 1.

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4. Subject to the provisions of any collective bargaining agreement, no employee will be assigned or reassigned to a position which requires that employee to supervise or evaluate, or be supervised or evaluated by, any other employee related to him/her as defined.
5. Subject to the provisions of any collective bargaining agreement, employees related to each other as defined will not be assigned to the same building or administrative unit or evaluated by the same supervisor.
6. Nothing in this policy will affect the employment status of any person presently employed by the Board of School Directors.
7. Further, the employment status of any person who marries while in the service of the School District will not be affected by this policy.