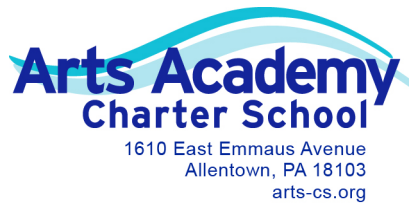


Adoption Date:	08/18/2014
Revision Date(s):	



Board Policy 7.4

Nepotism

The Board rejects the practice of nepotism, as defined in this policy, and reaffirms the practice of hiring the best qualified individual for the position and adhering to merit-based employment practices in all aspects of employment and fairness in all aspects of school governance.

Definitions

For the purposes of this Policy:

Nepotism shall be defined as favoritism or patronage conferred on the basis of familial relationship, not merit.

Family Member shall mean an individual related by blood, legal order (adoption, etc.) or marriage. The term shall also apply to legal guardians.

Board Member Relationships

A Board member must abstain from voting in all matters involving the employment of a family member, including hiring and firing.

A Board member must abstain from voting in all matters involving the pecuniary gain of a family member, including service contracts and other contracts.

Board members must abstain from voting on any action that pertains to a family member student, including disciplinary actions.

Employee Relationships

Employees and Board members must disclose to the Executive Director where a family member is employed by the school.

Employees may not oversee family members in a supervisory role.