

PERSONNEL

CONFLICT OF INTEREST

404.23

In an effort to maintain professional relationships between supervisors and employees and to eliminate any conflict of interest, the Board of Education has adopted the following policy, which applies to all new hires, transfers and promotions, as well as those positions that are in conflict of interest prior to the adoption of this policy.

An official or employee of the school district may employ or recommend the employment of an immediate family member if (A) he or she does not abuse his or her official position by employing an immediate family member (1) who is not qualified for and able to perform the duties of the position, (2) for any unreasonably high salary, or (3) who is not required to perform the duties of the position (49-1499.05); (B) he or she makes a full disclosure of the conflict of interest on the record to the governing body of the political subdivision and a written disclosure to the person in charge of keeping records for the governing body, (C) no official or employee shall employ an immediate family member without first having made a reasonable solicitation and consideration of applications for such employment, (D) the governing body or designees appointed by the governing body reviews all applicants for such positions and (E) the governing body of the political subdivision approves the employment and supervisory position.

No official or employee shall terminate the employment of another employee so as to make funds or a position available for the purpose of hiring an immediate family member.

Immediate family member shall mean spouse, children (including step or adopted), parents, son-in-law, daughter-in-law, grandchildren, grandparents, brothers, sisters, brothers-in-law, sister-in-law, or persons bearing the same relationship to the spouse.

Adopted: February 10, 2004
Reviewed: February 10, 2014