

Policy 404.24

PERSONNEL

FAMILY MEMBER EMPLOYMENT

404.24.

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

Employees shall not be assigned to positions in which they directly supervise, evaluate, or review the appraisal of an immediate relative or to positions in which they are directly supervised, evaluated, or reviewed by an immediate relative. Immediate relative shall mean spouse, children (including step or adopted children), 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.

In the event an immediate relative is transferred or promoted or if two persons become married resulting in a potential conflict with this policy, the supervisory role, including evaluation and appraisal, will be transferred to another administrator or supervisor as deemed appropriate by the Board of Education. In the event the conflict involves the Superintendent the supervisory role is transferred to another administrator or supervisor.

If a concern arises the Board of Education will resume the role of Superintendent and the appointed administrator or supervisor will report directly to the Board of Education.

Adopted: February 10, 2004

Reviewed: February 10, 2014