

ADMINISTRATIVE POLICY

The online version of this policy is official.
Therefore, all printed versions of this
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NEPOTISM

To prevent any conflict of interest in the supervision and evaluation of employees, no persons who are directly related will be employed in the same physical facility or in the same department where an administrator-teacher or supervisor-employee relationship exists between them.

The Director of Schools may waive this provision when the assignment or placement of both relatives is of such nature that no reasonable alternatives are available.

For the purpose of this policy, directly related is defined as including the employee's spouse, son, son-in-law, daughter, daughter-in-law, brother, sister or any other relative living in the immediate household of the employee and the mother, father, grandmother, grandfather, or grandchild of the employee as well as the employee's spouse.

When an employee is in a position to evaluate a family member or when an employee is in a position to evaluate the evaluator of a family member, the Chief Human Resources Officer will assign another individual to perform the evaluation of that family member.

Implementing Procedures:

Revision History:

<u>Date:</u>	<u>Rev.</u>	<u>Description of Revision:</u>
8/22/05		Initial Release
3/3/10	A	Change title of Human Resource Director to Chief Human Resources Officer in last paragraph.

*** End of Policy ***