

Nepotism

The intent of this policy is to prohibit nepotism.

No Board Member shall have a beneficial interest directly or indirectly in any contract, work, or business of the District unless permitted by the School Code.

The Board will not newly employ in any capacity an immediate relative of a sitting member of the Board of Education or of the Superintendent.

In cases where a Board member has a relative already employed by the District, the Board member shall publicly disclose the nature and extent of the relationship prior to any deliberations regarding the relative. The Board member shall recuse himself or herself from any deliberations or voting on any matter related-to the relative's wages, benefits, hours, terms and conditions of employment, including a collective bargaining agreement which applies to the relative.

No employee of the District, part-time or full-time, will be assigned to a position under the direct supervision of an immediate relative.

For the purpose of this policy, “immediate relative” includes father, mother, husband, wife, son, daughter, brother, sister, grandparents, grandchildren, uncles, aunts, nieces, nephews, cousins, the legal guardian of any such person, and someone residing in the household of a Board member. Immediate relative also includes all individuals who are related by blood, marriage, or adoption to the individuals listed in this paragraph (i.e brother-in-law, step-son, etc.).