

NEPOTISM

Board of Directors and Superintendent

It shall be the policy of the board not to elect personnel to the staff of the school unit when the candidate may be the next-of-kin (spouse, parent, sibling, child) of a member of the board or of the superintendent. Next-of-kin, except spouses, employed by the school unit as of the date of policy adoption, will be excluded from this policy.

Administrators and Staff

No person shall be employed in a position which is within the jurisdiction of an administrative officer who is a member of the immediate family of such person, nor shall any person be employed in a position where a member of the immediate family is responsible, in whole or in part, for the supervision and/or evaluation of the employee. Individuals employed by the school unit finding themselves in this position as of the date of this policy adoption, will be excluded from this policy.

Whenever a member of the immediate family of any employee is hired, the board shall be notified of the relationship.

The board may approve an exception to this policy where the board determines that granting of such exception is in the best interest of the school system.

For the purpose of this section, the following definitions shall apply:

A. "Administrative Officer" shall mean any person who holds a supervisory position of assistant principal or higher rank; Buildings and Grounds and Maintenance Supervisor; Transportation Supervisor; and, the Director of Support Services.

B. "Member of immediate family" shall mean spouse, sibling, parent, child, or, significant other - which means any person residing in the household of the MSAD No. 9 Administrator or Director in a relationship with that official comparable to the relationship which would exist with a person included under paragraphs (1) through (4) of this definition.

Legal Reference: TITLE 20-A MRSA SEC. 1002

Adopted: September 13, 1994

Reviewed: January 29, 2009

MSAD No. 9