

**Board Policy**

The Board of Trustees of Shelley Joint School District No. 60 defines the conditions by which relatives of current employees may be employed.

**Suggested Implementation Guidelines**

Definitions:

- A. Nepotism is defined as favoritism, especially government patronage extended to relatives.
- B. Relatives are defined as follows:
  - 1. Spouse
  - 2. Father or mother of employee or employee's spouse;
  - 3. Grandfather or grandmother of employee or employee's spouse;
  - 4. Brother or sister of employee or employee's spouse;
  - 5. Son or daughter of employee or employee's spouse;
  - 6. Grandson or granddaughter of employee or employee's spouse;
  - 7. Any other situation where the degree of relationship would create an impression of inappropriateness.
- C. Relatives of current employees should not be employed in positions where one can influence the employment conditions or career of the other.
- D. No employee should be in a position to report to, evaluate, or be evaluated by a relative.
- E. Through the employment application process, the personnel representative should ensure that conditions of this policy are satisfied prior to employment.
- F. Subsequent employee transfers should be monitored by the Superintendent, building principals, and district supervisors to ensure compliance with this policy.
- G. Exceptions to the provisions of this policy may be made by the Board of Trustees only upon recommendation from the Superintendent of Schools after careful review to determine that such exceptions would be in the "compelling best interest" of the district and its educational programs.
- H. The Board of Trustees and the Superintendent of Schools reserve the right to evaluate such exceptions periodically and take appropriate action if deemed necessary.

Reviewed: March 23, 2000