

CANON-MCMILLAN SCHOOL DISTRICT

SECTION: EMPLOYEES

TITLE: NEPOTISM

ADOPTED: August 20, 2007

REVISED: November 16, 2009

	<p style="text-align: center;">304.1. NEPOTISM</p> <p>1. Purpose The hiring of a school employee related to a member of the School Board, administrator or other management level employee may arouse public suspicion that the employee was hired on the basis of relationship rather than merit. Thus, the purpose of this policy is to prevent nepotism in the hiring of school employees and to avoid even the appearance of impropriety.</p> <p>2. Definitions School Board member shall mean any person who is elected or appointed as a director of the school district. Administrator shall mean any member, employed or contracted, of the school district's management which includes but is not limited to central office administrators, principals, assistant principals, supervisors, and directors. Relative shall mean parent, foster parent, parent-in-law, child, spouse, brother, sister, foster brother, foster sister, grandparent, grandchild, brother-in-law, sister-in-law, son-in-law, daughter-in-law, nieces, nephews, uncles, aunts and first cousins.</p> <p>3. Authority No applicant for any paid employment who is a relative of a School Board member or administrator shall be employed by the school district. No employee of the district shall be retained in any position where the employee has direct supervisory responsibility for, or is supervised by, a relative. This provision shall be implemented by reassigning the supervised or supervisory employee. No employee currently employed at the time of this adoption shall be subject to this section. Persons related to school district employees who are not administrators or Board members may be considered for employment and recommended to the Board, provided that the applicant is not being considered for a position where s/he will have direct supervisory responsibility for, or be supervised by, a relative. When the administration is aware that a recommended candidate is a relative of a district employee, the Board shall be informed of the relationship prior to the time the recommendation appears on the agenda.</p>
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Nothing contained in this policy shall affect any person already employed by the school district if a relative is subsequently elected to the Board.

All applicants for paid employment shall be submitted to the Board for approval.

References:

School Code – 24 P.S. Sec. 1111