

Hardeman County Board of Education

Monitoring: Review: Annually, in July	Descriptor Term: <h2 style="text-align: center;">Nepotism</h2>	Descriptor Code: 1.108	Issued Date: 02/11/16
		Rescinds: 1.108	Issued: 07/25/13

- 1 Whenever a person is considered by the director of schools for initial employment in the system and
- 2 that person is related to a member of the Board, the director of schools, an administrator in the system,
- 3 a county commissioner, or any appointed or elected county official, the relationship shall be made
- 4 known to the Board prior to the employment of such person.¹

- 5 If a member of the Board has a relative who is an employee in the system, prior to voting on any
- 6 matter of business that may have an effect upon the employment of the relative, the member shall
- 7 declare such relationship. In making such a declaration, the member shall certify that his/her vote on
- 8 the pending matter will be in the best interest of the school system.¹

- 9 No person shall supervise or be supervised by an employee if he/she is related to the employee.

- 10 For purposes of this policy, the terms “related to” and "relative" include the following relationships:
- 11 spouse, parent, parent-in-law, child, son-in-law, daughter-in-law, grandparent, grandchild, brother,
- 12 sister, uncle, aunt, nephew, niece, or any person who resides in the same household.

Legal References

1. TCA 49-2-202(a)(3)

Cross References

Assignment/Transfer of Personnel 5.115