

# Greeneville City Board of Education

Monitoring: <b>Review: Annually, in September</b>	Descriptor Term:  <b>Nepotism</b>	Descriptor Code: <b>1.108</b>	Issued Date: <b>01/28/16</b>
		Rescinds: <b>1.108</b>	Issued: <b>08/22/13</b>

1 The director of schools will not employ any teacher or other employee if such teacher or other employee  
2 is related to the director of schools or any other member of the Board.

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4 This shall not apply to any person within such relationship or relationships who has been regularly  
5 employed by the Board prior to the inception of the relationship, the adoption of this policy, or a board  
6 member's election. If a member of the Board has a relative who is an employee in the system, prior  
7 to voting on any matter of business that may have an effect upon the employment of the relative, the  
8 member shall declare such relationship. In making such a declaration, the member shall certify that his/  
9 her vote on the pending matter will be in the best interest of the school system.<sup>1</sup>

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11 Whenever a person is considered by the director of schools for initial employment in the system and  
12 that person is related to an administrator in the system, or any appointed or elected city official, the  
13 relationship shall be made known to the Board prior to the employment of such person.

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15 No person shall supervise or be supervised by an employee if he/she is related to the employee. For  
16 purposes of this policy, the terms "related to" and "relative" include the following relationships: spouse,  
17 parent, parent-in-law, child, son-in-law, daughter-in-law, grandparent, grandchild, brother, sister, uncle,  
18 aunt, nephew, niece, or any person who resides in the same household.

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25 Legal Reference:

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

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Cross Reference:

Assignment/Transfer of Personnel 5.115