

Rutherford County Board of Education

Monitoring: Review: Annually, in September	Descriptor Term: <h2 style="text-align: center;">Nepotism</h2>	Descriptor Code: 1.108	Issued Date: 08/16/17
		Rescinds: 1.108	Issued: 03/17/16

1 With the exception of substitute employees, members of an immediate family should not be assigned
 2 to the staff in the same school plant unless some unusual circumstance exists which makes it in the best
 3 interest of the educational program as approved by the director of schools, principals, assistant
 4 principals or other supervisors are prohibited from having an immediate family member working under
 5 their direct supervision. Employees whose job duties involve procurement of or accounting of goods
 6 and services shall not be under the supervision of or work in the same department or school as an
 7 immediate family member. The director of schools may recommend exceptions to this policy;
 8 however, all exceptions require prior approval of the Board of Education.

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

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

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

18 For purposes of this policy, the terms “related to, relative, and immediate family member” include the
 19 following relationships: spouse, parent, parent-in-law, child, son-in-law, daughter-in-law, grandparent,
 20 grandchild, brother, sister, uncle, aunt, nephew, niece, or any person who resides in the same
 21 household.

Legal References

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

Cross References

Assignment/Transfer of Personnel 5.115