

Lakeland Board of Education

Monitoring: Review: Annually, in September	Descriptor Term: <h2 style="margin: 0;">Nepotism</h2>	Descriptor Code: 1.108	Issued Date: 05/12/14
		Rescinds:	Issued:

1 Whenever a person is considered by the superintendent for initial employment in the system and that
 2 person is related to a member of the Board, the superintendent, an administrator in the system, a
 3 Lakeland commissioner, or any appointed or elected city of Lakeland official, the relationship shall be
 4 publicly made 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 directly supervise or be supervised by an employee if he/she is related to the
 10 employee. For the purposes of this policy, having “direct supervision” involves being in the position
 11 to conduct the formal evaluation of another employee.

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

 Legal References

1. TCA 49-2-202

 Cross References

- Assignment/Transfer of Personnel 5.115