

# Hancock County Board of Education

Monitoring:  <b>Review: Annually, in September</b>	Descriptor Term:  <h2 style="margin: 0;">Nepotism</h2>	Descriptor Code: <b>1.108</b>	Issued Date: <b>04/09/15</b>
		Rescinds:	Issued:

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

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

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.

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Legal References

1. TCA 49-2-202

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Cross References

Assignment/Transfer of Personnel 5.115