

# Smith County Board of Education

Monitoring: <b>Review: Annually, in September</b>	Descriptor Term: <b>Nepotism</b>	Descriptor Code: <b>1.108</b>	Issued Date: <b>10/15/13</b>
		Rescinds:	Issued:

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Fair and equitable hiring practices shall be observed in all employment matters. All persons responsible for hiring shall avoid any act or practice that may be interpreted as preferential consideration shown a relative.

Whenever a person is considered by the director of schools for initial employment in the system and that person is related to a member of the board, the director of schools, or an administrator in the system, the fact of the relationship shall be made known to the Board prior to the employment of such person.

No employees who are relatives shall be placed within the same direct line of supervision whereby one relative is responsible for supervising the job performance or work schedule of another relative. Violations occurring as a result of marriage shall be resolved by transfer within the department or a transfer to another department or school. For the purposes of this policy, relative shall mean parent stepparent, foster parent, parent in law, child, spouse, brother, brother in law, foster brother, stepbrother, sister, sister in law, foster sister, stepsister, grandparent, son in law, daughter in law, grandchild, or other family member who resides in the same household. In cases where alternative lifestyles or contemporary non traditional relationships exist, similar restrictions may be imposed.

Those employees in place on or before January 1, 2014, shall be grandfathered with the policy. This policy shall not apply to extracurricular supplemental pay positions, substitute teachers, volunteers, or part time employees unless conflicts arise which affect the harmonious and efficient operation of the school, office, or department.

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