

Hardin County Board of Education

Monitoring: Review: Annually, in September	Descriptor Term: <p style="text-align: center;">Nepotism</p>	Descriptor Code: <p style="text-align: center;">1.108</p>	Issued Date: <p style="text-align: center;">01/11/16</p>
		Rescinds:	Issued:

1 Whenever a person is considered by the director of schools for initial employment in the system
2 and that person is related to a member of the Board, the director of schools, an administrator in
3 the system, a county commissioner, or any appointed or elected county official, the relationship
4 shall be 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
7 shall declare such relationship. In making such a declaration, the member shall certify that
8 his/her vote on the pending matter will be in the best interest of the school system.¹

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
11 relationships: spouse, parent, parent-in-law, child, son-in-law, daughter-in-law, grandparent,
12 grandchild, brother, sister, uncle, aunt, nephew, niece, or any person who resides in the same
13 household.

Legal References

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

Cross References

Assignment/Transfer or Personnel 5.115