

Board of Education

Conflict of Interest/Anti-Nepotism

The Board will not employ on a contractual or regular basis any person if such person is a Board member or a close relative of any Board member or the Superintendent. "Close relative" for purposes of this policy includes father, mother, brother, sister, wife, husband, son, daughter, father-in-law, mother-in-law, brother-in-law, sister-in-law, son-in-law, daughter-in-law, or any relative by blood or marriage residing in the same household. This policy shall not apply to any person within such relationship or relationships who has been regularly employed by the Board prior to the inception of the relationship, the adoption of this policy, or a Board member's election.

Employees and Board members will not participate in employment decisions concerning either their relative or the position for which their relative has applied/currently holds. This includes, but is not limited to, decisions regarding hiring, employment status, reappointment, placement, evaluation, pay rate, salary increases, promotion, tenure, and awards.

Except where it is unavoidable, no employee will be employed in any position where direct administrative or supervisory authority is exercised by a close relative.

No relative of an employee will be shown preference for employment in any position.

In order to insure all applicants fair employment opportunities, no Board of Education member will be employed by Brookwood School District 167 prior to one year after completion of their term of office or resignation from the Board.

ADOPTED: March 18, 2013