

Descriptor Term:

GBJ

NEPOTISM

ISSUE DATE: **10-27-03**

The Jackson County Board of Education has adopted policies that govern the evaluation of all employees of the Jackson County School District. It is the philosophy of the Board that no employee of the district should be in a supervisory role over any family member under the following relationships:

It will be prohibited for any employee to be placed under the supervision, either direct or indirect, of a member of his/her immediate family. This prohibits hiring, transferring or placing in any way members of the same immediate family in a supervisor/subordinate relationship. For the purposes of this policy, immediate family shall be defined as spouse-spouse, sibling-sibling or parent-child relationships.

It will be prohibited for any employee to be placed under direct supervision of a family member resulting from a marital relationship. This prohibits hiring, transferring or placing in any way members of the same married family in a direct supervisor/subordinate relationship. For the purpose of this policy, marital relationships are defined as mother-in-law, father-in-law, son-in-law, daughter-in-law, brother-in-law, and sister-in-law.

Those situations that are in conflict with the provisions of this policy and which exist as of the date of approval of this policy shall be allowed to continue until such time that natural attrition creates changes in the status of those employees. However, all new hires shall be subject to the provisions of this policy.

All daily substitutes will be exempt from the requirements of this policy.