

POLICY

**BOARD OF EDUCATION
HIGH POINT REGIONAL**

**NO. 4125.1
Support Staff**

Nepotism

The Board of Education, in order to avoid both the reality and the appearance of conflict of interest in employment, will not appoint a family member of a board member, an administrator, or a department supervisor, to any employment position in the district. The provision does not apply to substitute, home instruction teachers or summer employment. The Board of Education directs that no person who is a member of the family of a board member, an administrator, or a department supervisor shall be placed in nomination for any vacant position. Nor shall any person be considered for employment in any position in which s/he would come under the direct or indirect supervision of any member of his/her family.

Persons who are employees of the board on the date that this policy becomes effective shall not be discharged or transferred because of this policy, nor shall they be denied re-employment in succeeding years because of it. However, if any person who is a member of the family of a board member, administrator, or supervisor resigns or is not re-employed for other reasons (except reduction in force), this policy would deny re-employment for such period as the individual has such a family relationship.

When a member of a school official's family is a member of the bargaining unit, that school official shall not discuss or vote on the proposed collective bargaining agreement with the unit nor participate in any way in negotiations or as a member of the negotiating team. Nor shall the board member be present with the board in closed session when negotiation strategies are being discussed.

Furthermore, school officials shall not vote on a collective bargaining agreement, be present in closed session when the board is discussing negotiation strategies nor participate in any way in negotiations or as a member of the negotiating team, when they or members of their families belong to the same statewide general union with which the school board is negotiating.

For the purpose of this policy, family member shall be defined as grandparent, parent, spouse, child, grandchild or sibling, whether by blood or marriage.

A school official who has such relationship with any employee of the district as of the effective date of this policy shall declare such relationship immediately.

Date Adopted: November 19, 2001

Date Revised: March 25, 2002

Legal References:

NJSA 18A:11-1, NJSA 18A:12-2, NJSA 18A: 12-21 et seq. NJSA 18A: 16-1, NJAC 6A:4-1.1 et seq. NJAC6A: 28-1 et. seq..