

## **NEPOTISM**

### **Employment**

It shall be the policy of the M.S.A.D. No. 75 Board not to employ as District staff any person who is a member of the immediate family of a Board member or of the Superintendent.

By Maine Law (20-A M.R.S.A. § 1002(2)), a Board member's spouse is precluded from employment under any circumstances in any public school within the jurisdiction of the Board to which the member is elected or appointed.

Board members must disclose when members of the immediate family are employed by the District and will recuse themselves from voting on matters regarding family members.

Whenever a member of the immediate family of any employee is hired, the Superintendent shall be notified of the relationship.

### **Supervision and Evaluation**

No person shall be employed in or assigned to a position that is within the administrative supervision of a member of his/her immediate family, or in a position in which he/she is supervised or evaluated, in whole or in part, by a member of his/her immediate family.

### **Exceptions**

In extraordinary circumstances, the Board may approve an exception to the prohibitions on the employment of immediate family so long as the candidate is qualified for the position to which he/she has applied, the hiring is in the best interest of the school system and its students, and the candidate is not the spouse of a Board member.

Due to the labor shortage, the Board acknowledges substitute employees as an exception to this Board Policy BCC.

### **Volunteers**

Under Maine law {20-A M.R.S.A. § 1002(2-A)}, a Board member's spouse may not serve as a volunteer when that volunteer has primary responsibility for a curricular, co-curricular, or extracurricular program or activity and reports directly to the Superintendent, principal, Athletic Director, or other school administrator within the jurisdiction of the Board.

**Definitions**

For the purpose of this policy:

- A. “Immediate family” means spouse, brother, sister, parent, son, or daughter.
- B. “Administrative supervision” refers to the authority of a person in the position of principal or higher.

***Legal Reference:***     ***20-A M.R.S.A. § 1002***

***Cross Reference:***     ***BCB - Board Member Conflict of Interest***

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