

# World Learner School



*Policy:*     **545**    *NEPOTISM POLICY*

*Effective Date:* 9.23.13

*Revised Date:* 2.26.18

## *I. PURPOSE*

World Learner School conducts hiring procedures in line with state and federal laws. This policy outlines conduct in hiring related to nepotism.

## *II. GENERAL STATEMENT OF POLICY*

Without specific exception approved by the School Board in advance, no person will be appointed, promoted, transferred, assigned, or otherwise employed in any regular or substitute position with the district wherein, as a result of the appointment, promotion, transfer or assignment, the person would supervise or receive supervision from a close relative.

The provisions of this policy may only be waived by formal action of the School Board, upon recommendation from the Director and only in cases where the appointment, promotion, transfer, or assignment is of a nature that no other reasonable alternatives are available.

At no time will an employee who is a close relative of a candidate under consideration for an appointment, promotion, transfer or assignment within the school district be allowed to participate in the decision making process used to determine the outcome of the appointment, promotion, transfer or assignment.

## *III. DEFINITIONS*

Close relative means spouse, grandparent, grandchild, parent, stepfather, stepmother, father-in-law, mother-in-law, child, stepson, stepdaughter, son-in-law, daughter-in-law, sibling, half brother or sister, stepbrother or sister, brother-in-law, sister-in-law, niece or nephew.

Supervise means the authority to recommend or approve the close relative's appointment, promotion, salary level, performance evaluation, termination, or any other similar personnel actions affecting that employee.