

In order to preclude situations which could bring about a conflict of interest or the appearance of impropriety, no employee with supervisory responsibilities will be allowed to supervise or evaluate any person related to him/her by blood or marriage within the second degree of his/her immediate family, in the employment setting

Immediate family members and persons related by blood or marriage within the second degree may be employed at the same department or work location with the approval of the Superintendent or designee.

GUIDELINES

The district may hire individuals who are related to district employees by blood or marriage within the second degree unless the individual is the spouse of a board member, unless that spouse or second degree relative was already an employee of the school district prior to the election or appointment of the board member. To avoid a conflict of interest or the appearance of impropriety for any employee, the following guidelines are adopted:

1. Prospective employees will be required to identify any relatives employed by the district. Relatives by blood or marriage up to second degree of relationship of prospective employees will not be allowed to participate in the hiring process.
2. The assistant superintendent of personnel will inform the hiring committee as to which applicants have a relationship to a district employee that may implicate this policy because of a supervisory conflict.
3. Members of an immediate family or persons related by blood or marriage within the second degree will not be assigned to positions wherein one is required to directly supervise or evaluate another.
4. Members of an immediate family or persons related by blood or marriage within the second degree will not be assigned to the same department, division or school site unless specifically approved by the superintendent.
5. For the purpose of this guideline, members of an immediate family, or persons related by blood or marriage within the second degree, include the employee and his/her spouse and their parents, siblings and child(ren), including half and step children, grandchildren, grandparents, nephews, nieces, aunts, uncles, or cousins.
6. When the Board of Trustees believes it is in the best interest of the district to hire a person whose position would be supervised by an individual who is a relative within the second degree by blood or marriage, the Board will determine a means to provide appropriate supervision of this individual by a non-relative to prevent any violation of this policy.



LEGAL REFERENCE:

Idaho Code 33-507

FIRST READING: May 19, 1998

ADOPTED: June 15, 1998

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