

SECTION: EMPLOYEES

TITLE: EMPLOYMENT OF RELATIVES

ADOPTED:

REVISED: April 22, 2014

DEER LAKES SCHOOL DISTRICT

	<p>304.1. EMPLOYMENT OF RELATIVES</p>
<p>1. Purpose</p>	<p>The Board recognizes that it represents all the citizens of the district and has been entrusted by the public with the development of an educational program suitable to the needs and goals of this district and its students. The Board, as a body and as individuals, understands that Board members and district administrators are not to use their positions to benefit either themselves or any other individual or agency apart from the total interest of the district. To promote the best interest of the entire district, the Board shall avoid partiality and preferential hiring, promotion or compensation, and adopts this policy regarding the employment of relatives.</p>
<p>2. Definition</p>	<p>A relative shall be defined as parent, spouse, brother, sister, son, daughter, grandchild, grandparent, aunt, uncle, nephew, niece, first cousin, father-in-law, mother-in-law, sister-in-law, brother-in-law, son-in-law, daughter-in-law, stepfather, stepmother, stepson, stepdaughter, or anyone under the legal guardianship of an administrator or Board member, or the spouse of an administrator or Board member.</p>
<p>3. Authority</p>	<p>Except where specifically required under this policy, the family relationship of an employee or applicant for employment to a member of the Board or district administrator shall not be a basis for, factor in, nor an influence upon hiring, assignments, promotion, compensation, evaluations, or other personnel actions.</p>
<p>SC 1111 Pol. 304</p>	<p>No person shall be employed who is a relative of any member of the Board, unless such a person receives the affirmative vote of a majority of all members of the Board other than the member related to the applicant, who shall not vote.</p> <p>A relative may serve as an unpaid volunteer for the district.</p> <p>Any district employee who is responsible for hiring, assigning, evaluating, promoting, disciplining, or determining other personnel action shall not be placed in a position of having to make such personnel decisions for his/her relative.</p>
<p>4. Guidelines</p>	<p><u>Disclosure Of Family Relationship</u></p> <p>When a relative of a Board member or district administrator submits an application or is recommended for employment or assignment, and the fact of such a</p>

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relationship is known to any person involved in the hiring or assignment process, this information shall be disclosed to the Superintendent and the Board prior to the time the recommendation appears on the agenda for formal action. An inquiry of relationship shall be included with each application of employment.

Exceptions

The Board may approve exceptions to this policy on a case-by-case basis, as required by law or collective bargaining agreement, in accordance with the procedures set forth in Board policy.

Nothing in this policy shall affect the employment of any person presently employed by the Board.

References:

School Code – 24 P.S. Sec. 510, 1111, 1129

Public Officials and Employee Ethics Act – 65 Pa. C.S.A. Sec. 1101 et seq.

Board Policy – 003, 304