

5030 NEPOTISM

The Board of Education recognizes that there are times when the most qualified candidate for a particular vacant position might be related to a current employee of the Edenton-Chowan Schools. The Board further recognizes that an educational institution functions best when all staff members are free of situations which might encourage conflicts of interest in the supervision and evaluation of employees. The following guidelines shall be established to eliminate the possibilities of conflicts existing in the direct supervision and evaluation of an employee:

For purposes of this policy, the following definitions apply:

- “Immediate family” shall refer to father, mother, sister, brother, daughter, son, spouse, ~~daughter-in-law, son-in-law, sister-in-law, brother-in-law, mother-in-law, father-in-law~~, grandparent, grandchild, ~~step-parent, step-child, step-sister, step-brother~~, or guardian. The term includes the step, half, and in-law relationships.
- “Central office staff administrator” includes directors, supervisors, specialists, staff officers, assistant superintendents, superintendents, and principals.

1. No administrator or employee shall directly supervise or evaluate an employee in that administrator’s immediate family.
2. Before any immediate family of any board of education member or central office staff administrator is employed by the board or engaged in any capacity as an employee, independent contractor, or otherwise, (1) the board member or central office staff administrator must disclose the familial relationship to the board and (2) the prospective employment or engagement must be approved by the board in a duly called open session meeting.
 - a. An employee who knowingly fails to disclose a familial relationship to the board as required will be subject to disciplinary action up to and including dismissal.
 - b. Notification by the employee to the director of human resources will be deemed disclosure to the board. The director of human resources is responsible for conveying the disclosure to the board before the board takes action on the prospective employment or engagement.
3. When making recommendations for the selection and assignment of personnel, the superintendent shall attempt to avoid situations in which one employee occupies a position in which he or she has influence over the employment status, including hiring.

salary, and promotion, of another employee who is a member of the first employee's immediate family.

4. No member of an immediate family of an employee will be shown preference for employment in either a temporary or permanent position because of that family relationship. No employee or Board member shall recommend the employment of immediate family without disclosure to the Superintendent or designee.
5. Members of the immediate families of Board of Education members may be considered for employment in either temporary or permanent positions. Board members must disqualify themselves from discussions or votes related to personnel matters involving immediate family members.
6. This policy does not prohibit the continued employment of individuals who are employed in the Edenton-Chowan Schools in any position at the time of the initial adoption of this policy by the Edenton-Chowan Board of Education.

LEGAL REF: G.S. 115C-36; ~~-47(1)~~; -47 (17a); S.L. 2015-241, Sec 8A.2; S.L. 2015-248, Sec. 6.(b)

ADOPTED: February 7, 2005