

Nepotism

To avoid a conflict of interest in the Teton School District # 401, administrators or supervisors shall not be responsible for the supervision and/or evaluation of any employee who is related by sanguinity or by marriage.

Guidelines

1. No district employee shall directly supervise another employee who is a relative when the salary, wages, pay, or compensation of the relative will be paid from public funds.
2. No district employee shall evaluate a relative's job performance or recommend salary increases for said relative.
3. Prior to adoption of this policy, employees of the district working at the same site, but not in a supervisory and/or evaluative relationship, shall be allowed to continue until such relationship changes.
4. Persons regularly employed by the District after this policy is adopted and prior to the inception of such relationship may be transferred to another building or placed under different supervision, if necessary, to eliminate potential conflicts of interest.

DEFINITIONS

Relative: is father, mother, husband, wife, son, daughter, sister, brother, uncle, aunt, nephew, niece, mother-in-law, father-in-law, brother-in-law, sister-in-law, daughter-in-law, son-in-law.

Supervisor: an individual with the authority to recommend or approve appointment, promotion, salary, evaluation, termination, or other similar personnel action.

Policy History:

Adopted on: August 10, 2009

Revised on: April 19, 2010