

Book	Policy Manual
Section	ALL EMPLOYEES
Title	Employment Practices for Family Members
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Purpose

The object of this policy is to prevent nepotism in the hiring of school employees. The hiring of a school employee closely related to a member of the Board of School Directors ("Board"), administrator, or any other employee, justifiably arouses public suspicion that the employee was hired on the basis of relationship rather than merit.

With the implementation of this policy, the Board directs that the administration shall not consider immediate family members of all Board members, all administrators, all managers/supervisors, all full-time 10-month and 12-month certificated employees, and all full-time 10-month and 12-month non-certificated employees of the Springfield School District ("District") for any kind of employment in the District. For the purpose of this policy, **immediate family member** (relative) shall mean father, mother, brother, sister, son, daughter, stepson, stepdaughter, spouse, parent-in-law, son-in-law, daughter-in-law, brother-in-law, sister-in-law, grandchild, or a person with whom the School Board Director or employee has made his/her home.

A relative of any School Board Director or District employee may be considered for full or part-time employment once the School Board Director or District employee has left (vacated) their position for a period of not less than one (1) calendar year.

Nothing in this policy shall affect the employment of any person presently employed by the Board. Further, the employment of any person who marries another District employee while in the service of the District shall not be affected in any way by this policy.

Employees related to each other shall not be evaluated by the same supervisor or should not be in a position that is supervised by a relative.

Employees related to each other shall not be assigned to the same building or administrative unit.

Exceptions to this policy will be approved at the sole discretion of the Board at the recommendation of the Superintendent.

DISCLAIMERS:

This policy is superseded by all current federal and state laws and mandates.

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