

KANAWHA COUNTY BOARD OF EDUCATION POLICY

Nepotism

Series: G60

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60.01 Policy. It is the policy of the Kanawha County Board of Education that an applicant for any position within the school district and any employee of the school district seeking transfer or promotion shall be considered solely on the basis of respective qualifications for such position, regardless of whether the applicant is or is not related by blood or marriage to any member or the Board of Education or any employee of the school district. It is further the policy of the Kanawha County Board of Education that relatives of employees shall not be eligible for employment with the district in any situation where there are: potential problems of supervision, safety, security or morale; personal relationships that may disrupt or create a negative or unprofessional work environment; or potential conflicts of interest.

60.02 Definitions.

60.02.1 Immediate Family - Means spouse, parent, sibling, child, or the spouse of a parent, sibling or child; or an individual with whom an employee has a relationship that would be recognized as a common law relationship.

60.02.2 Direct Supervision - Means the authority to direct, recommend scheduling or formally evaluate daily work activities. For the purpose of this definition, principals, assistant principals, lead teachers and department heads shall be regarded as supervisors of all subordinate employees assigned to the school. Also for purposes of this policy, classroom teachers and bus operators shall be regarded as supervisors of aides who are assigned to attend to students within such teacher's classroom or who ride such bus operator's bus.

60.02.3 Indirect Supervision. - Means an employee is in the direct chain of command between the immediate supervisor of a member of the immediate family and the Superintendent. The prohibition of indirect supervision shall not apply to positions requiring instructional certificates. Also the prohibition of indirect supervision shall not apply to the Superintendent of Schools or to members of the Board of Education.

60.03 Supervision Of Immediate Family Prohibited. No person, either by new hire, transfer, reassignment, or assignment as a substitute,

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shall be placed in any position in which he or she may directly or indirectly supervise or be directly or indirectly supervised by a member of the immediate family of the employee.

60.04 Supervision Occasioned By Marriage. If a marriage results in the supervision of an immediate family member, the subordinate employee shall be reassigned to an existing vacancy or to the next available vacancy for which the subordinate employee is qualified.

60.05 Employment Procedure. No person shall participate in any personnel action, including recommendation for employment, promotion, advancement or evaluation concerning a member of the employee's immediate family.

60.06 Board Report. In the event the Superintendent recommends the employment or promotion of a member of the immediate family of any administrator at or above the rank of principal or equivalent supervisory position, the Superintendent shall report to the Board the existence of such a relationship in connection with the recommendation.