

NEPOTISM

Employment

It shall be the policy of the **Chebeague Island School Committee** not to employ as school staff any person who is the spouse of a Board member or of the Superintendent.

Supervision and Evaluation

No person shall be employed in a position that is within the administrative supervision of a member of his/her immediate family, or in a position in which he/she is supervised or evaluated, in whole or in part, by a member of his/her immediate family.

Exceptions

In extraordinary circumstances, the Board may approve an exception to the prohibitions on the employment of immediate family so long as the candidate is qualified for the position, the hiring is in the best interest of the school system and its students, the School Committee is notified of the relationship, and the candidate is not the spouse of a Board member.

Definitions

For the purpose of this policy:

- A. "Immediate family" means spouse, brother, sister, parent, son, or daughter.
- B. "Administrative supervision" refers to the authority of a person in the position of principal or higher.

Legal Reference: 20-A M.R.S.A. § 1002

Cross Reference: BCB - Board Member Conflict of Interest

Adopted: **December 1, 2009**