

Policies of the Board of Education

Section E Personnel

NEPOTISM

500.30

Employment by the District of a relative of a School Board Member or the District Administrator may cause inappropriate conflicts between the personal interests and the public responsibilities of such officials. However, with appropriate controls such employment offers the District the benefit of the talents of such individuals. Moreover such individuals should not be excluded unnecessarily from employment opportunities for which they are qualified. In an effort to balance and harmonize such considerations, the Board of Education adopts the following policy:

School Board Members and the District Administrator may not participate in the initial employment by the District of a member of their immediate families, supervise such family member's work, make any decision involving such family member's employment status or compensation or improperly try to influence others to extend special preferences or privileges to such relatives. In addition, School Board Members and the District Administrator may not participate in any manner in any aspect of the negotiation or application of a collective bargaining agreement or other employment policies affecting a collective bargaining unit or other employment group which includes an immediate family member.

For the purpose of this policy, "immediate family" means:

- 1) the current spouse of a School Board member or the District Administrator or a former spouse to whom such official owes continuing financial obligations;
- 2) a relative of a School Board member or the District Administrator, by marriage, lineal descent or adoption, (a) for whom the School Board member or District Administrator provides, directly or indirectly, substantial financial support, or (b) from whom the School Board member or District Administrator receives, directly or indirectly, substantial financial support.

In addition to the specific prohibitions of this policy, a School Board Member, the District Administrator and all District employees shall be sensitive to any appearance of impropriety in their actions affecting any relative employed by the District and shall exercise good judgment and discretion in all such actions.

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REFERENCE: Wis. Stat., 19.59
 Wis. Stat., 946.13
 Wis. Stat., 111.345

REVISED: 10/20/04