

Policies of the Board of Education

Section E Personnel

NEPOTISM 500.5

In order to avoid the hiring, transfer or promotion of close relatives of employees into situations where the possibility of favoritism or conflicts of interest might exist; applicants will not be hired or employees promoted or transferred into a position where a close relative occupies a position of direct supervision. A person is considered to be in direct supervision if he/she has or shares in the responsibility for decisions to transfer, assign, lay off, recall, discipline, dismiss, suspend, evaluate or promote employees or to effectively recommend any such action or to adjust grievances filed by employees.

For purposes of this policy, "close relative" shall be defined as one's parents, spouse, son, daughter, sister, brother,, brother-in-law, son-in-law, sister-in-law, daughter-in-law, step-parent and grandparent.

Nothing in this policy shall be construed as disparaging or discouraging the appointment of close relatives for positions which are not designated by this policy as being in conflict, or to reflect upon the integrity or good judgment of any person in the employ of the Lake Country School District. Further, nothing in this policy shall be construed to limit the opportunity for promotion to any person employed in the Lake Country School District.

1. Each person seeking employment in the District shall state in his/her application his/her relationship, if any, to close relative presently employed by the School District.
2. Each applicant specifying a close relative employed in the District shall receive a copy of Board policy, which states the reasons why applicants may be ineligible for certain positions.
3. All applicants will be expected to follow the District's hiring guidelines and processes.

LEGAL REFERENCE: Wis. Stats. 111.345
CROSS REFERENCE: 500.2 Equal Opportunity Employment

Adopted by the School Board on March 17, 1998
Reviewed by LCS Legal Counsel: June, 2005
Revised: August 23, 2005