

NEPOTISM

The Board of Education recognizes the need to avoid nepotism relative to the hiring, placement, duties, and evaluation of all employees of New Hanover County Schools.

Assignment of Personnel

It is the policy of the Board to recruit and employ the most qualified individuals for all positions. Apparent nepotism or the assignment of immediate family members to either supervise or evaluate the performance of another immediate family member is prohibited. This restriction on the assignment of family members serves to discourage favoritism and to prevent a conflict of interest in the completion of evaluations, disciplinary actions, extra-duty assignments and possible promotions.

Definition of Immediate Family

For the purpose of this Policy, members of the immediate family include spouses, children, stepchildren, wards, grandchildren, parents, grandparents, brothers, sisters, in-laws, uncles, and aunts. Nothing in this Policy shall prevent the employment by the school system of members of the same family, provided their job assignments are made in accordance with this Policy.

Restrictions

No immediate family member may have direct supervision over the progress, performance, pay, or welfare of another and together they may not be involved with the financial controls or physical inventories of school system properties.

Whenever two (2) employees in the same school or department are in a supervisory-subordinate relationship and either get married or become domestic partners, the subordinate employee shall be transferred to another school or department as soon as such a position becomes available, unless the other employee does so voluntarily.

If an employee is promoted, assigned or transferred to a supervisory position over a member of his or her immediate family, the subordinate employee shall be transferred to a comparable position as soon as such a position becomes available.

Assignment of Students

It is the policy of New Hanover County Schools to establish and maintain a classroom environment of fairness and equity for all students. The assignment of a student to a class taught by a member of the student's immediate family creates the appearance of favoritism and places undue pressure on both the student and the teacher. As a general rule no student should be assigned to or placed in a class taught by a member of the student's immediate family as defined above. Teachers shall not be placed in a position of having to evaluate or grade the academic performance of a member of their immediate family.

Exceptions

The Assistant Superintendent of Human Resources may grant an exception to either the assignment of personnel or students for up to one (1) year in order to meet an identified school

system or student need.

In compliance with federal laws, New Hanover County Schools administers all educational programs, employment activities and admissions without discrimination because of race, religion, national or ethnic origin, color, age, military service, disability or gender, except where exemption is appropriate and allowed by law.

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