

### **EMPLOYMENT OF FAMILY MEMBERS**

The board of education concurs with and supports the public policy stated in OKLA. STAT. tit. 70 §§ 5-113 and 113.1, limiting the employment of individuals related to members of the board of education. In addition, the board believes that the employment of individuals related by blood or marriage to current employees creates similar possibilities for conflicts of interest, favoritism or the appearance of favoritism, and disruption of the efficient and impartial administration of technology center business resulting from family conflicts.

Therefore, the board has determined that it is in the best interest of the technology center to adopt the following employment regulations:

1. For purposes of this policy, "family members" includes the following individuals (and their spouses): parents, grandparents, children, stepchildren, grandchildren, siblings, aunts and uncles.
2. The technology center shall not employ any family member of a current technology center employee.

This policy shall not apply to employees who become related within the second degree subsequent to employment, nor shall it apply to employees who are so related at the time of the adoption of this policy. The provisions of this policy do not apply to the area of short-term and long-term adjuncts, and substitute teachers. In these instances, staff will not be assigned to the same department as the family member

Board members who become "family members" with an employee may finish an unexpired term but are not eligible to run for or serve a successive term. Board members who become family members with a district employee are prohibited from participating in any personnel or litigation matter concerning the employee. The board member may vote on collective bargaining agreements or on the renewal of contracts as a group if the board member's vote is necessary to form a quorum.