

**Policy Statement #6910 (Personnel) of the Board of Education  
Regarding Nepotism**

I. Purpose

- A. To ensure workplace equity for all existing and prospective employees of the Calvert County Public Schools

II. Definitions

- A. Nepotism – Favoritism shown to an immediate family member
- B. Immediate Family Member – A spouse, domestic partner, brother, sister, parent, stepparent, child, stepchild, father-in-law, mother-in-law, brother-in-law, sister-in-law, daughter-in-law, son-in-law, grandmother, grandfather, grandchild, adopted child of an employee or his/her spouse
- C. Supervisor/Subordinate – A professional relationship where one employee is directly responsible for evaluating the job performance of another employee

III. Policy Statement

- A. Calvert County Public Schools will not discriminate in favor of or against an applicant because he/she is an immediate family member of anyone currently employed by the Calvert County Public Schools or of a member of the Calvert County Board of Education.
- B. If a matter directly involving the employment, assignment, promotion, individual compensation, discipline, suspension, or dismissal of an immediate family member of a member of the Calvert County Board of Education comes before the Board, said member will not participate in the discussion or decision and will leave the room during all such proceedings, whether open or closed.
- C. Employees shall not work in a position or be assigned to a location if it creates a supervisor/subordinate relationship with an immediate family member. Employees may not participate in decisions regarding the employment, assignment, promotion, individual compensation, discipline, suspension, or dismissal of an immediate family member.
- D. Any exceptions to this policy must be approved by the Superintendent (unless otherwise recused) and the Board of Education.

IV. Delegation of Authority

- A. The Superintendent is directed to develop administrative procedures to implement this policy in accordance with all local policies and local, state and federal laws and regulations, and to communicate this policy and accompanying procedures to all relevant parties.

V. Exceptions

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Adopted: 5/8/03

Revised: 1/11/07; 1/28/10; 2/9/17; 3/11/21

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- A. There are no exceptions to this policy. However, the Board, by majority vote, may temporarily suspend all or part of this policy. Suspension of all or part of this policy, however, in no way relieves the Board of its obligation to comply with the pertinent local, state and federal laws and regulations, or the rules and regulations of the Maryland State Board of Education and the Maryland State Department of Education.
- VI. Review
- A. This policy will be reviewed at the end of four years, or sooner, if approved by majority vote of the Board of Education in public session.
- VII. Effective Date
- A. This policy is effective March 11, 2021.

Citations

State Law:  
State Reg.:  
Federal Law:  
Adm. Reg.:  
Neg. Agr.: