

Adopted: January 23, 2014
Revised: January 23, 2017
January 28, 2020

COLOGNE ACADEMY
MANUAL OF SCHOOL POLICIES APPROVED BY THE BOARD

438 NEPOTISM

I. PURPOSE

To establish and define a Board policy regarding nepotism.

II. GENERAL STATEMENT OF POLICY

No individual or independent contractor shall be assigned or reassigned to a position in a department, special program, location or school where a member of such individual or independent contractor's family has direct supervisory responsibility over that individual or independent contractor.

Direct supervisory responsibility means authority to make, participate in, or recommend employment and/or compensation related decisions involving a family member, included but not limited to, decisions concerning salary, evaluation, grievance resolution, or other similar personnel actions.

For the purposes of this policy, "family members" include: father, mother, stepfather, stepmother, daughter, son, stepdaughter, stepson, foster son, foster daughter, husband, wife, son-in-law, daughter-in-law, great grandfather, great grandmother, grandfather, grandmother, brother, sister, stepbrother, stepsister, great grandson, great granddaughter, grandson, granddaughter, spouse's grandfather, spouse's grandmother, father-in-law, mother-in-law, brother-in-law, sister-in-law, uncle, aunt, nephew, niece, or any member of the supervisor's household.

For the purposes of this policy, an adopted child, stepchild or foster child is treated as the natural child of his/her parents.

The provisions of this policy may only be waived by formal action of the school board, upon recommendation from the Executive Director of schools and only in cases where the appointment, promotion, transfer, or assignment is of a nature that no other reasonable alternatives are available.

In the event that marriage, adoption or foster child placement of an employee or a member of an employee's family or household places his/her assignment in conflict with this policy, reassignments or other actions required to achieve compliance may be delayed until completion of the school year in which the conflict arises if deemed prudent by the Executive Director.

This policy shall not be interpreted to restrict the rights of students to enroll in or be assigned to classes taught by family members.

III. DEFINITIONS

Close relative means spouse, grandparent, grandchild, parent, stepfather, stepmother, father-in-law, mother-in-law, child, stepson, stepdaughter, son-in-law, daughter-in-law, sibling, half brother or sister, stepbrother or sister, brother-in-law, sister-in-law, niece or nephew.

Supervise means the authority to recommend or approve the close relative's appointment, promotion, salary level, performance evaluation, termination, or any other similar personnel actions affecting that employee.