

## NEPOTISM

It is the intent of this policy to ensure that employment practices comply with Maine's "prohibited appointments and employment" statute, 20-A §MRSA 1002 and to avoid favoritism and the appearance of favoritism in employment practices.

### **Definitions:**

For the purpose of this policy:

- A. "Immediate family" means spouse, brother, sister, parent, son, or daughter.
- B. "Administrative supervision" refers to the authority of a person in the position of principal or higher.

### **Employment**

It shall be the policy of the Scarborough Board of Education not to employ as school unit staff any person who is a member of the immediate family of a Board member or of the Superintendent.

By Maine law (20-A MRSA § 1002(2)), a Board member's spouse is precluded from employment under any circumstances in any public school within the jurisdiction of the Board to which the member is elected.

### **Supervision and Evaluation**

No person shall be employed in or assigned to a position that is within the administrative supervision of a member of that person's immediate family, nor in a position in which they are supervised or evaluated, in whole or in part, by a member of the person's immediate family.

### **Volunteers**

Under Maine law (20-A MRSA § 1002(2-A)), a Board member or a Board member's spouse may not serve as a volunteer when that volunteer has primary responsibility for a curricular, co-curricular, or extracurricular program or activity and reports directly to the superintendent, principal, athletic director, or other school administrator within the jurisdiction of the Board.

Legal Reference: 20-A M.R.S.A. § 1002

Cross Reference: BCB – Board Member Conflict of Interest  
IIOC – School Volunteers

Adopted: November 18, 2021