

PERSONNEL

Nepotism: Employment/Supervision of Relatives

A. Prohibition against hiring immediate family member of Superintendent or School Board Member

The School Board may not employ or pay any teacher or other School Board employee from the public funds, federal, state, or local, nor shall the Superintendent recommend to the School Board the employment of any teacher or other employee if such teacher or other employee is a member of the immediate family of the Superintendent or any Member of the School Board.

For the purpose of this Policy, "immediate family" means: father, mother, brother, sister, spouse, son, daughter, son-in-law, daughter-in-law, sister-in-law, ~~or~~ or brother-in-law.

B. Exceptions

This Policy does not prohibit the employment, promotion, or transfer within the School Division of any person defined in subsection A when such person:

1. Has been employed pursuant to a written contract with the School Board or employed as a substitute teacher or teacher's aide by the School ~~Board~~ Division prior to the School Board Member or Superintendent taking office; or
2. Has been employed pursuant to a written contract with the School Board or employed as a substitute teacher or teacher's aide by the School ~~Board~~ Division prior to the

inception of ~~such a~~ relationship with a School Board Member or Superintendent; or

3. Was employed by the School Board at any time prior to June 10, 1994, and had been employed at any time as a teacher or other employee of any Virginia school board prior to ~~taking of office of any School Board m~~Member or Superintendent of the School Board or the Superintendent taking office.

A person employed as a substitute may not be employed to any greater extent than ~~he or she~~they ~~were was~~ employed in the last full school year prior to the ~~taking of office such~~ School Board Member or the Superintendent taking office or to the inception of ~~a such~~ relationship with the School Board Member or Superintendent.

The exceptions in subdivisions 1, 2, and 3 above shall apply only if the prior employment has been within this School Division.

C. Supervisory Responsibility

In no instance shall an employee have direct supervisory responsibility over a member of ~~his or her~~their immediate family, nor shall any employee be involved in any personnel matter involving a member of ~~his or her~~their immediate family.

For purposes of this Policy, "direct supervisory responsibility" means the person exercises control over the employment or the employment activities of another person or is in the position to influence another person's employment activities.

The employment and assignment of family members in the same organizational unit is discouraged.

Legal Reference

Code of Virginia § 2.2-3119, as amended. Additional provisions applicable to school boards, and employees of school boards; exceptions.

Amended by School Board: August 21, 1990

Amended by School Board: July 16, 1991

Amended by School Board: July 13, 1993 (Effective August 14, 1993)

Amended by School Board: November 3, 1998

Amended by School Board: October 18, 2016

Amended by School Board: September 12, 2023

6/6/2023 

APPROVED AS TO
LEGAL SUFFICIENCY


