

Cache County School District

Policy Series 5000: Personnel

Policy No. 5125

Employment of Relatives

The intent of this policy is to prevent discrimination, favoritism and other work related problems caused by hiring, supervising and working with relatives. This policy intends to promote the public interest and strengthen the faith and confidence of the citizens of Cache County in the integrity of their school board and district employees.

I. The Board wishes to avoid situations in which conflicts of interest exist. To realize this objective, the Cache County School District shall comply with all Utah statutes prohibiting employment of relatives. In meeting these objectives, the following guidelines will be observed:

- A. Employees and individuals shall not be eligible for employment if prohibited by the provisions of Utah Code Annotated 52-3-1 et. Seq. Or any successor statute.
- B. Individuals may not be eligible for employment with the district in any situation where:
 - 1. There is a probability of potential problems of supervision, safety, security or morale; exist; or
 - 2. Personal relationships may create an actual conflict of interest; or
 - 3. Potential conflict of interest exists; or
 - 4. Personal relationships may cause disruption or create a negative or unprofessional work environment.
- C. As used in this policy, “conflict of interest” refers to a clash between public interest and the private interest of the individual concerned. A conflict of interest arises when a district employee’s personal or financial interest conflicts with his or her official responsibility. The superintendent or his/her designee shall determine if a conflict of interest exists.

Legal References:

Synopsis:

Approved by the Board of Education: October 1, 2001