

Nepotism

The Sumner-Bonney Lake School District recognizes that two or more members of a family may be employed by the District. The District also recognizes that good order, efficiency, fairness and the appearance of fairness must be maintained and that all substantive or appearances of conflict of interest must be avoided.

In order to avoid such conflicts, no person shall be placed or allowed to remain in a certificated, classified, or coaching position where an immediate family member or immediate relative will have authority to supervise, appoint, remove, discipline, evaluate or audit the work of such person, or to effectively recommend such actions, without a written plan to address real or perceived conflict of interest and/or favoritism. Such a plan must be approved by Human Resources prior to hire.

For the purposes of this policy, immediate family members include parent, child, sibling, spouse (including step and in-law relationships), significant other, legal guardian, or person living in the employee's household. Immediate relatives include niece, nephew, uncle, aunt, grandparent, or grandchild.

This policy will not apply to substitute assignments or assignments to curriculum committees, task forces or other assignments not directly related to the employee's regular work. This will not apply to the rights of an employee's immediate family or immediate relatives to become a duly elected Board member, to the extent state law permits.

This policy will be applied prospectively and will be applicable only to situations arising subsequent to the date of its adoption.

Cross Reference: Policy No. 5251 – Conflicts of Interest