

NEPOTISM EMPLOYMENT RELATIONSHIPS

The school board may not employ, and the superintendent may not recommend for employment, any family member of the superintendent or of a school board member. Prohibition shall not apply to any family member who was regularly employed or employed as a substitute teacher by the school board prior to the taking of office of the superintendent or school board member or who was so employed prior to the inception of family membership. A person so employed may not be given any greater employment than that obtained in the last full school year prior to the taking of office of the superintendent or any school board member.

No family member of any employee may be employed by the school board if the family member is to be employed in a direct supervisory and/or administrative relationship either supervisory or subordinate to the employee. The employment and assignment of family members in the same organizational unit will be discouraged.

Family members are defined as father, mother, brother, sister, spouse, son, daughter, son-in-law, daughter-in-law, sister-in-law or brother-in-law.

Adopted: February 14, 1995

Legal Ref.: Code of Virginia, 1950, as amended, Section 2.1-639.16