

NEPOTISM

A. Employment

It shall be the policy of the M.S.A.D. #29 Board 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. Immediate family of Board members or the Superintendent who are employed by the school unit on the date of adoption of this policy are not affected by this paragraph.

By Maine law (20-A M.R.S.A. § 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.

B. Supervision and Evaluation

No person shall be employed in, assigned to, transferred to or promoted to a position that is within the administrative supervision of a member of his/her immediate family, nor in a position in which he/she is supervised or evaluated, in whole or in part, by a member of his/her immediate family.

Unless otherwise prohibited by law, in extraordinary circumstances the Board may approve an exception to the prohibitions on employment, assignment, transfer or promotion of immediate family so long as the candidate is qualified for the position to which he/she has applied or is being considered and the hiring, assignment, transfer or promotion is in the best interest of the school system and its students.

The Superintendent will be responsible for developing and implementing procedures to ensure that direct supervision and evaluation will be done by a qualified person other than a member of the employee's immediate family.

C. Volunteers

Under Maine law (20-A M.R.S.A. § 1002(2-A)), 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.

D. Definitions

For the purpose of this policy:

1. “Immediate family” means spouse, brother, sister, parent, son, or daughter.

2. “Administrative supervision” refers to the authority of a person in the position of principal or higher.

Legal Reference: 20-A M.R.S.A. § 1002

Cross Reference: BC - Board Member Conflict of Interest

Adopted: May 4, 2009

Revised: May 7, 2012