

Nepotism

For the purposes of this policy, the following definitions will be used:

- A. "Employee" means a person who receives monetary payment or benefits, no matter the amount paid or hours worked for personal services performed for RSU 40.
- B. "Administrators and Supervisors" includes the Business Manager, Director of Instruction, Director of Special Services, Assistant Director of Special Services, Director of Adult Education, Athletic Director, School Principals, School Assistant Principals, Director of Technology
- C. "Immediate Family" includes spouse or domestic partner, brother, sister, parent, son, daughter, as well as all other similar family relationships resulting from marriage e.g. step brother or sister, step child, step parent, and in-laws
- D. "Extended Family" includes grandparent, grandchild, uncle, aunt, niece, or nephew.

Board Members

Immediate and extended family members of Board members will not be employed by RSU 40, subject to the following exemptions:

- A. Immediate and extended family members, except spouses, who are employed as of the date of policy adoption, for as long as they remain continuously employed.
- B. Board members are expected to recuse themselves from participating in any personnel action involving an immediate or extended family member employed by RSU 40.

Superintendent

Immediate and extended family members of the Superintendent will not be employed by RSU 40.

Administrators and Supervisors

No person will be employed in a position within the jurisdiction of an administrator or supervisor who is a member of that person's immediate or extended family. Nor will any person be employed in a position in which a member of the immediate or extended family of that person is responsible, in whole or in part, for their supervision or evaluation. This provision is subject to the following exemption:

- A. Employees who are employed as of the date of policy adoption, for so long as they remain continuously employed. In such cases, appropriate measures will be taken to avoid a conflict.

Notification

The Superintendent will notify the Board if either a candidate for employment or current employee has an immediate or extended family relationship with any RSU 40 employee or Board member before taking any employment action affecting that candidate or employee.

Exceptions to Policy

The Board may approve an exception to this policy (except for the statutory prohibition against employment of Board members' spouses) if there is a determination that it is in the best interest of RSU 40 and appropriate measures can be taken to avoid a conflict. It is the intent of the Board that this provision be narrowly construed and used only in rare circumstances.

Legal Reference: 20-A M.R.S.§1002

Cross Reference: BCB – Board Member Conflict of Interest

Adopted: May 5, 2016

Reviewed: April 6, 2017

Revised: November 1, 2018