

## **General Personnel**

### **Nepotism**

No employee of the District, part-time or full-time, will be assigned to a position under the direct supervision of an immediate relative.

Irrespective of the prohibitions in this policy, no District employee may participate in the hiring, supervision, review, recommendation, and/or decision-making in any matter concerning salary, promotion, demotion, discipline, transfer, lay-off, recall, evaluation, discipline, discharge, or determining work duties or assignments of a family member or related employee, as defined above. Any immediate family member of any administrator at the building level shall not be employed for any position at, or later assigned to, the building of that administrator with supervisory jurisdiction.

For the purpose of this policy, "immediate family member" shall be defined in accordance with the Illinois School Code.

The Board will not newly employ in any capacity an immediate family member of the Superintendent.

Relatives of Board members may be employed by the Board, provided the Board members will not participate in employment decisions concerning either their relative or the position for which their relative has applied/currently holds. This includes, but is not limited to, decisions regarding hiring, employment status, reappointment, placement, evaluation, pay rate, salary increases, promotion, tenure, and awards.

The School Board believes that careful contemplation should be given to the implications of employing individuals who are related to the School District's policy making and administrative personnel. Nepotism can complicate an employee/employer relationship in several, undesirable aspects. Although hiring of relatives is permissible under law, the Board expresses a concern that favoritism should have no influence in the hiring process.

While the District does not prohibit the employment of relatives of current District employees or Board members, it does require that serious and extensive consideration be given to concerns, problems, and consequences relating to such decisions. However, the District shall not employ an individual in a position which results in one (1) relative being in the direct line of supervision of the other relative.

ADOPTED: July 18, 2023