



ADMINISTRATIVE POLICY

The online version of this policy is official.
Therefore, all printed versions of this
document are unofficial copies.

NEPOTISM

To prevent any conflict of interest in the supervision and evaluation of employees, no persons who are directly related will be employed in the same physical facility or in the same department where an administrator-teacher, coach-assistant coach or supervisor-employee relationship exists between them.

For the purpose of this policy, directly related is defined as including the employee's spouse, son, son-in-law, daughter, daughter-in-law, brother, sister or any other person living in the immediate household of the employee and the mother, father, grandmother, grandfather, or grandchild of the employee as well as the employee's spouse.

The Director of Schools may waive this provision when the assignment or placement of both relatives is of such nature that no reasonable alternatives are available.

When an employee is in a position to evaluate a family member or when an employee is in a position to evaluate the evaluator of a family member, the Chief Human Resources Officer will assign another individual to perform the evaluation of that family member.

In conjunction with this policy, CMCSS recognizes that state law (T.C.A. Title 49) requires that school board members with relatives (spouse, parent, parent-in-law, child, son-in-law, daughter-in-law, grandparent, grandchild, brother, sister, uncle, aunt, nephew, niece, or any person who resides in the same household) who are CMCSS employees shall:

1. Declare such relationship prior to voting on any matter of business that shall have an effect upon the employment of that relative, including but not limited to annual budget, tenure considerations, and personnel policies, and
2. Certify that the vote about to be cast is in the best interest of the school system.

The Director of Schools shall give notice to the Board each time there is intent to employ a relative of a school board member or elected county or city official, and certify that the prospective employee is duly qualified by training and licensure to occupy the position.

Implementing Procedures: None

Revision History:

Date:	Rev.	Description of Revision:
8/22/05		Initial Release
3/3/10	A	Change title of Human Resource Director to Chief Human Resources Officer in fourth paragraph.
2/15/13		Reviewed, no changes
8/12/13	B	Add last section concerning Board member relatives and state law (TCA Title 49)
4/7/15		Reviewed, no changes



Department: Human Resources
Policy Number: HUM-A039
Effective Date: 8/22/05

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| 10/17/16 | C | Added: "any other person" under the definition of directly related, updated last sentence to include certification that prospective employee is fully qualified. |
| 7/17/18 | | Moved second paragraph down (now paragraph three). No change to content. This is not a revision. |
| 9/10/20 | D | Added coach-assistant coach in paragraph 1. |

***** End of Policy *****