

# Dickson County Board of Education

Monitoring:  <b>Review: Annually, in September</b>	Descriptor Term:  <b>Nepotism</b>	Descriptor Code: <b>1.108</b>	Issued Date: <b>10/24/13</b>
		Rescinds: <b>1.108</b>	Issued: <b>10/28/10</b>

1 The Board commits itself and its members to ethical, businesslike and lawful conduct and desires to  
 2 avoid any situation that could be perceived by the public or staff as having conflicting interests by nature  
 3 of family relationships either by blood or marriage.

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 5 On matters of which the board may be taking official action, board members are required to declare the  
 6 relationship to any employee prior to any vote which may impact the relative.

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 8 Members of an immediate family shall not be assigned to the instructional staff in the same school unless  
 9 circumstances exist which make it in the best interest of the educational program as recommended by  
 10 the Director of Schools. Immediate family members may be employed in the same department or work  
 11 location with the approval of the Director of Schools provided that employee is not in the supervisory  
 12 or evaluation chain of the other family member. The Director of Schools or an appropriate supervisor,  
 13 as determined by the Director of Schools, shall have the responsibility for evaluation and supervision  
 14 of those persons.<sup>1</sup>

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 16 Whenever a person is considered by the Board for initial employment in the system and that person  
 17 is related to a member of the Board, the director of schools, an administrator in the system, a county  
 18 commissioner, or any appointed or elected county official, the fact of the relationship shall be disclosed  
 19 as part of the interview process and thereafter, publicly made known to the Board prior to the employ-  
 20 ment of such person.

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 22 For purposes of this policy, the terms "related to" and "immediate family member(s)" include the follow-  
 23 ing relationships: father, mother, son, daughter, brother, sister, son-in-law, daughter-in-law, father-in-law,  
 24 mother-in-law, brother-in-law, sister-in-law, wife, and husband.

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 34 Legal Reference:

35 1. OP Tenn. Atty. Gen. 95-080 (August 4, 1995)

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 34 Cross Reference:

35 Assignment/Transfer of Personnel 5.115

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