

6409 EMPLOYMENT OF RELATIVES POLICY/NEPOTISM

Purpose

The Mountainville Academy Board of Trustees and Administration recognizes the need to avoid nepotism relative to the hiring, placement, duties, and evaluation of all employees and board members of Mountainville Academy.

Policy

It is the policy of Mountainville Academy Board and Administration to recruit and employ the most qualified individuals for all positions. Apparent nepotism or the assignment of immediate family members to either supervise or evaluate the performance of another immediate family member is prohibited. This restriction on the assignment of family members serves to discourage favoritism and to prevent a conflict of interest in the completion of evaluations, disciplinary actions, extra-duty assignments and possible promotions.

The employment of qualified relatives of employees shall be permitted as long as such employment does not, create actual or perceived conflicts of interest. For purposes of this policy, "relative" is a spouse, child, parent, sibling, grandparent, grandchild, or corresponding in-law or "step" relation. The school will exercise sound business judgment in the placement of related employees in accordance with the following guidelines:

- Individuals who are related by blood or marriage are permitted to work in the school, provided no direct reporting or supervisory/management relationship exists. That is, no employee is permitted to work within the "chain of command" of a relative such that one relative's work responsibilities, salary, or career progress could be influenced by the other relative.
- Employees who marry while employed are treated in accordance with these guidelines.
- If an employee is promoted, assigned or transferred to a supervisory position over a member of his or her immediate family, the subordinate employee shall be transferred to a comparable position as soon as such a position becomes available.

This policy applies to all categories of employment, including regular, temporary, and part-time classifications. Board Members may not be relatives, as defined above, to those employed by Mountainville Academy.

Exceptions

In accordance with Title 53A Chapter 1a Part 5 Section 518, the Administration and or Board may grant an exception to either the assignment of personnel or students for up to one (1) year in order to meet an identified school system or student need.

In compliance with federal laws, Mountainville Academy administers all educational programs, employment activities and admissions without discrimination because of race, religion, national or ethnic origin, color, age, military service, disability or gender, except where exemption is appropriate and allowed by law.

Approved: 2007

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