

NEPOTISM

NEPN/NSBA Code: BCC RSU #78

Employment

It shall be the policy of the Board not to employ as school staff any person who is a member of the immediate family of a RSU #78 Board member or of the Superintendent. Immediate family of RSU #78 Board members or the Superintendent who are employed by the school unit on the date of adoption of this policy are not affected by this paragraph.

By Maine law (20-A.M.R.S.A. § 1002(2)), a Board member's spouse is precluded from employment under any circumstances in any public school within the jurisdiction of the Board to which the member is elected.

Supervision and Evaluation

No person shall be employed in or assigned to a position that is within the administrative supervision of a member of his/her immediate family, nor in a position in which he/she is supervised or evaluated, in whole or in part, by a member of his/her immediate family.

Exceptions

In extraordinary circumstances, the Board may approve an exception to the prohibitions on the employment of immediate family so long as the candidate is qualified for the position to which he/she has applied, the hiring is in the best interest of the school system and its students, and the candidate is not the spouse of a Board member.

Volunteer

Under Maine law (20-A.M.R.S.A. § 1002(2-A)), a board member's spouse may not serve as a volunteer when that volunteer has primary responsibility for a curricular, co-curricular, or extracurricular program or activity and reports directly to the Superintendent, Principal, Athletic Director, or other school administrator within the jurisdiction of the Board.

Exceptions for Spouses of Board members in volunteer position only:

Notwithstanding the preceding paragraph, the Board may permit a Board member's spouse to serve as a volunteer in the same capacities as other school volunteers. In approving spouses of Board members as volunteers, the Superintendent/designee will ensure that practices applicable to approval of school volunteers discourage favoritism and political patronage and provide qualified applicants a fair opportunity to be selected on merit, with priority given to the best interest without restricts based solely on family association. Board member spouses who volunteer in schools will be subject to the provision of the board policy IJOC, School Volunteers.

For the purpose of this policy, the following definitions shall apply

- Immediate family” means spouse, domestic partner, brother, sister, parent, son, or daughter.
- “Administrative supervision” refers to the authority of a person in the position of Principal or higher.

Legal Reference: 20-A M.R.S.A. § 1002

Cross Reference: BCB Conflict of Interest

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