

NEPOTISM

A. Employment

It shall be the policy of the Augusta School Department not to employ as school unit staff any person who is a member of the immediate family of a Board member or of the Superintendent. Immediate family of 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.

B. 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.

C. Volunteers

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.

D. Definitions

For the purpose of this policy:

1. "Immediate family" means spouse, brother, sister, parent, son, or daughter.
2. "Administrative supervision" refers to the authority of a person in the position of principal or higher.

E. **Exception to Policy**

[OPTION 1 – BANGOR SCHOOL DEPT.]

The School Committee may approve an exception to this policy (except for the statutory prohibition against employment of School Committee members' spouses) if there is a determination that it is in the best interest of the School Department and appropriate measures can be taken to avoid a conflict. It is the intent of the School Committee that this provision be narrowly construed.

[OPTION 2 – PORTLAND PUBLIC SCHOOLS]

Exceptions to this policy may be granted at the sole discretion of the Board when the Board determines that it is in the best interests of the School Department, provided that any exception is permissible under Maine statutes.

[OPTION 3 – LEWISTON PUBLIC SCHOOLS]

Whenever a member of the immediate family of any employee is hired, the School Committee shall be notified of the relationship.

The School Committee may approve an exception to this policy where the Committee determines that granting of such exception is in the best interest of the school system.

Legal Reference: 20-A M.R.S.A. § 1002

Cross Reference: BC – Board Member Conflict of Interest

Adopted: July 13, 2011