

SECTION: ADMINISTRATIVE
EMPLOYEES

TITLE: NEPOTISM

ADOPTED: March 26, 2013

REVISED:

SOUTHERN FULTON SCHOOL DISTRICT

	303.1. NEPOTISM
1. Purpose	To increase fairness of hiring employees, improve morale, and foster security and fairness in employment.
2. Authority	In order to encourage fairness in hiring of employees, improve morale, and foster security and fairness in employment, the Board shall consider for employment any and all qualified applicants in accordance with state and federal laws.
3. Definitions	<p>Board Member - shall mean any person who is elected or appointed as a member of the school Board.</p> <p>Commissioned Officer - means any district Superintendent, district Assistant Superintendent or other commissioned officer of the school district.</p> <p>Management Level Employee - means any management or supervisory level employee not included within the definitions of commissioned officer or professional employee.</p> <p>Professional Employee - means any teacher or other employee of the school district who is a professional employee within the meaning of the School Code.</p> <p>Relative - means parent, spouse, sibling, child, grandchild, grandparent, father-in-law, mother-in-law, sister-in-law, brother-in-law, son-in-law, daughter-in-law, stepfather, stepmother, stepson, stepdaughter, or ward.</p> <p>Support Employee - means any person employed to fill a position other than commissioned officer, management level or professional employee.</p>
4. Guidelines	All applications for employment with the district must include an answer to the question asking whether the applicant is a relative of any employee or Board member of the Southern Fulton School District and, if so, name of the relative(s).

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After completion of the interview process and background investigation, the Superintendent shall recommend to the Board the most qualified applicant. If the Superintendent recommends the applicant who is related, the relationship(s) shall be disclosed to the Board when the recommendation is made.

The Superintendent shall keep on file all nepotistic relationships within the district and shall make them available at the request of the Board.

References:

Public Officials and Employee Ethics Act – 65 Pa. C.S.A. Sec. 1101 et seq.