

### **Purpose and Philosophy**

Minidoka County School District desires to employ the most highly qualified person available for each open position in the District recognizing, however, that the employment of relatives warrant additional considerations.

The employment of relatives can adversely impact the nature of the necessary working relationship between supervisors and employees and between co-employees. Additionally, the employment of relatives could adversely affect the public trust and confidence in the fairness and efficiency of the employment policies and operations of the District. These adverse effects are caused, in part, by real or perceived favoritism, scheduling conflicts, personal conflicts and hostility in the work place, claims of partiality in providing or awarding favorable working conditions, promotions, transfers or assignments or the compromise or suspected compromise of confidential or privileged information or records.

In order to promote the public interest and strengthen the trust and confidence of the citizens of Minidoka County School District, the Board of Education hereby implements the following policy to eliminate the improper use of influence in the hiring and supervision processes of the District.

### **Definitions**

1. "Employee" means any person working for the District whose salary wages, pay or compensation is paid from public funds.
2. "Relative" means any person related by affinity or consanguinity within the second degree.
  - a. Affinity within the second degree includes the employee's spouse and the spouse's father, mother, children, grandparents, grandchildren, sister, brother, uncle, aunt, nephew, or niece, or first cousin.
  - b. Consanguinity within the second degree includes the employee's, father, mother, children, grandparents, grandchildren, sister, brother, uncle, aunt, nephew, niece ~~or first cousin~~ and the spouses of any of the above-mentioned individuals.
  - c. "Affinity" means any familial relation resulting from a marriage.
  - d. "Consanguinity" means the relationship of persons of the same blood or origin.
  - e. "Volunteer" means a person who receives no salary, wages, pay or compensation for their services to the District.
3. Hiring

Any District Trustee or employee of the District may recommend, employ, appoint or vote for the appointment of a relative in or to any position or employment in the District, except when (a) the salary, wages, pay or compensation of the employee will be paid from public funds and (b) the employee will be directly supervised by a relative.

4. Direct Supervision

- a. No District employee may directly supervise an employee who is a relative when the salary, wages, pay or compensation of the relative will be paid from public funds. Unless otherwise approved by the Superintendent, or (in the case of a Superintendent's relationship); by the Board, no supervisory status shall exist when the supervisor and a subordinate maintain a romantic relationship. Direct supervision shall be defined and shown in the District Organizational Plan and Authority Flow Chart attached to District Policy number 630.00.
- b. Should a marriage occur between employees whereby one of the employees would be in direct supervisory and/or evaluative position over the other employee, the District will take steps to implement a transfer of one of the affected employees as soon as possible to a position of equal level compensation. The decision shall be based upon the best interests of the District as determined by the Superintendent and shall not be based upon the sex of either employee.

5. District Trustee Conflicts

- a. Pursuant to Idaho Code § 33-508, when “any relative of any trustee or relative of the spouse of a trustee related by affinity or consanguinity within the second degree is considered for employment in a school district, such trustee shall abstain from voting in the election of such relative, and shall be absent from the meeting while such employment is being considered and determined.”
- b. However, a District Trustee may vote on collective bargaining agreements and personnel matters that affect a class of employees to which the relative belongs.



**LEGAL REFERENCE: Idaho Code §33-507**

**ADOPTED: January 16, 1996**

**AMENDED/REVISED: April 19, 2010**