



To: Members of the School Board

From: Jason Loewe, Executive Director of Human Resources

Date: April 21, 2026

Subject: Recommendation to Sunset Policy 438- Nepotism

Purpose

This memorandum serves to formally recommend the sunset of Policy 438 (Nepotism), effective immediately following the Board's approval and adoption of the revised Policy 436 (Staff Conflicts of Interest and Nepotism).

Background

As part of our ongoing efforts to streamline the organization's policy manual and reduce administrative redundancy, we have consolidated our guidelines regarding professional conduct and familial relationships in the workplace.

Previously, nepotism and general conflicts of interest were handled under two separate frameworks. By merging these into the newly proposed Policy 436, we provide staff and leadership with a single, comprehensive point of reference.

Key Points of the Consolidation:

- **Efficiency:** Eliminates the need for cross-referencing multiple documents for related ethical standards.
- **Clarity:** Ensures that the definition of "Conflict of Interest" explicitly includes "Nepotism," aligning with industry best practices.
- **Administrative Cleanup:** Per recent review, it was noted that Policy 434 is currently inactive; therefore, no formal sunset action is required for that number as we move forward with the integration of Policies 434 and 435.

Recommended Action

Upon the successful adoption of the new Policy 436 during the April 28 Board Meeting, we request that the Board formally sunset Policy 438 from the active policy.