

## **All Personnel**

BP 4112.8

4212.8

## **EMPLOYMENT OF RELATIVES**

4312.8

In order to preclude situations which could bring about a conflict of interest for members of the administrative staff, an employee shall not be appointed to a position where a member of his/her immediate family maintains supervisory or evaluation responsibilities for the position. The School Board gives authority to the Superintendent or designee to waive this restriction if deemed in the best interest of the district. In such a case, evaluations shall be conducted by the Superintendent or designee. Immediate family members may be employed at the same department or work location with the approval of the Superintendent or designee.

The School Board recognizes that factors such as remote locations and a lack of qualified job applicants may justify the employment of family members of the Superintendent or Board.

An immediate family member of a Board member may be employed by the district if he/she is the most qualified applicant, has been approved by the Board, and such employment has received the written approval of the Commissioner of Education. An immediate family member of the Superintendent may be employed by the district with written approval of the Board. (AS 14.14.140)

*(cf. 9270 - Conflict of Interest)*

### *Legal Reference:*

#### ALASKA STATUTES

*14.14.140 Restriction on employment*

#### ALASKA ADMINISTRATIVE CODE

*4 AAC 18.031 Employment of members of immediate families of school board members*

*4 AAC 18.900 Definitions*

*Revised 3/11*

*Reviewed 12/2014*

*Reviewed 4/2021\*