

Policy GAGAA: Nepotism in Supervision of Staff Prohibited

Status: DRAFT

Original Adopted Date: 10/27/2003 | **Last Revised Date:** 10/17/2022 | **Last Reviewed Date:** 10/26/2022

Nepotism

The Jackson County Board of Education has adopted policies that govern the evaluation of all employees of the Jackson County School District. It is the philosophy of the Board that no employee of the district should be in a supervisory role over any family member under the following relationships:

It will be prohibited for any employee to be placed under direct supervision of an immediate or marital family member. This prohibits hiring, transferring or placing in any way members of the same family in a direct supervisor/subordinate relationship. For the purposes of this policy, a family member is defined as spouse, sibling, parent, child, mother-in-law, father-in-law, son-in-law, daughter-in-law, brother-in-law, and sister-in-law.

Those situations that are in conflict with the provisions of this policy and which exist as of the date of approval of this policy shall be allowed to continue until such time that natural attrition creates changes in the status of those employees. However, all new hires shall be subject to the provisions of this policy. The Superintendent shall implement a procedure to address the chain of command for any existing employee conflicts being grandfathered in at the time this policy was adopted.

All daily substitutes will be exempt from the requirements of this policy.
