

PATTONVILLE SCHOOL DISTRICT

EPS Code: GBAB

District Code:

NEPOTISM

It is the policy of the Board to make hiring and promotion decisions for Pattonville School District based on each candidate's qualifications and not to allow those decisions to be influenced by nepotism.

Individuals of a staff member's immediate family (husband or wife; father or father-in-law; mother or mother-in-law; brother or brother-in-law; sister or sister-in-law; son or son-in-law; daughter or daughter-in-law; niece or nephew; aunt or uncle; grandchild; grandparent; anyone listed here of a step- or half-relationship; or any person who is wholly dependent upon the employee) shall not be assigned to a position in which they will supervise or be supervised by a relative as described above. For purposes of this policy, supervise and supervised are defined as the act of supervising an employee anywhere in the order of command under their direction. Relatives of any superintendent, assistant superintendent, CFO, or any other district employee paid according to the administrative salary schedule shall not be eligible for employment in the district.

This policy shall not prohibit the Board from hiring a non-administrative employee's immediate family members to work in the same building or department as long as the family members are not supervising the other's work as described above.

Persons employed by Pattonville School District prior to the effective date of this policy under the conditions described above are exempt from the conditions of this policy. Any person hired after the effective date of this policy shall be subject to all conditions of this policy. Any exception to the above conditions can only be approved by the superintendent of schools.

Adopted: April 26, 2005