Hickman County Board of Education

	Descriptor Term: **Nepotism**	Descriptor Code: **1.108**	Issued Date: **09/19/23**
		Rescinds: **1.108**	Issued: **03/06/23**

Whenever a person is considered by the director of schools for initial employment and that person is related to a member of the Board or the Director of Schools, employment shall not be allowed. Should a need arise to hire a "relative" of the Director or Board member, the Director can bring the matter to the Board in session which will require an affirmative simple majority roll call vote.

Whenever a person is considered by the director of schools for initial employment or transfer in the system and that person is related to a member of the Board, the director of schools, an administrator in the system, a county commissioner, or any appointed or elected county official, the relationship shall be publicly made known to the Board prior to the employment of such person.[1]

If a member of the Board has a relative who is an employee in the system, prior to voting on any matter of business that may have an effect upon the employment of the relative, the member shall declare such relationship. In making such a declaration, the member shall certify that his/her vote on the pending matter will be in the best interest of the school system.[1]

Two (2) or more employees who are relatives shall not be within the same line of supervision.

This shall not apply to any person within such a relationship who has been regularly employed by the Board prior to the inception of this relationship, adoption of this policy or board member's election and/or Director's appointment.

For purposes of this policy, the terms "related to" and "relative" include the following relationships: spouse, parent, parent-in-law, child, son-in-law, daughter-in-law, grandparent, grandchild, brother, sister, uncle, aunt, nephew, niece, or any person who resides in the same household.[2]

Legal References

1. TCA 49-2-202(a)(3)
2. TCA 49-2-202(a)(3)(B)

Cross References

Supervision 5.108
Assignment/Transfer 5.115