

## **Board of Education**

### **Anti-Nepotism**

#### **1.) Board Member Relationships**

Before the Board of Education votes on any employment decision affecting a Board Member's immediate family member, the Board Member shall publicly disclose such relationship and then abstain from such vote. Board Members should disclose and abstain from voting on employment decisions that do not involve immediate family members if such relationship would raise questions about the fairness or impartiality of that Board Member or the Board, or be deemed to constitute a breach of the public trust.

Immediate family member includes: parents, spouses, siblings, children, grandparents, grandchildren, parents-in-law, siblings-in-law, civil union/domestic partners, and legal guardians.

Board decisions include, but are not limited to, hiring, promoting, transferring, reappointing, evaluating, awarding salary to, disciplining or terminating employees.

#### **2.) Board Member Disclosure**

To assist in avoiding any conflicts of interest pertaining to this Policy, immediately following the Annual Board reorganization meeting, the Board Secretary will provide a disclosure form to all Board Members, the Superintendent, Chief Legal Officer and Chief Financial Officer. All such recipients shall provide, in writing, the names and job titles of any immediate family members who are employed by the District, and return the form prior to the first regular Board meeting of the new term.

#### **3.) Direct Supervision of Immediate Family**

No District employee shall be a direct supervisor of a member of his or her immediate family. No administrator, supervisor, manager or executive may participate in the process of direct supervision, review, recommendation, and/or decision-making in any matter concerning salary, promotion, demotion, discipline, transfer, layoff, recall, evaluation, discipline, discharge, or determining work duties or assignments of an immediate family member.

#### **4.) Indirect Supervision of Immediate Family**

Whenever possible, the District shall avoid a circumstance in which an employee working in a District facility or in a department, who, though not being supervised

directly by an immediate family member, has indirect supervision by having an immediate family member in a responsible managerial or executive position.

### **5.) Exceptions**

A.) In the event an open position that is determined by the Board, upon recommendation by the Superintendent, to be difficult to fill, due to unusual job requirements or a shortage of qualified candidates and after full disclosure to the Board regarding an immediate family relationship of the candidate to a Board Member, consideration of employment will be given if the proposed candidate is determined by the Board the most qualified, and is not displacing a candidate of equal or better qualification.

B.) Nothing contained in this Policy shall be construed to limit, reduce or expand any provision in any collective bargaining agreement between any group of employees and the District.

C.) This Policy is not retroactive and shall not render an existing employee ineligible for continued employment in the District due to the assumption of office by a Board Member with whom the existing employee has an immediate familial relationship.

D.) Restrictions in this Policy shall not apply to the hiring of short-term, part-time or temporary employees such as substitute teachers, summer help or game workers.

E.) Non-compliant supervisor/subordinate relationships at the time of this Policy's adoption, or subsequently created by marriage or civil union to another District employee, should be remedied at the earliest practical date.

### **6.) Violations**

Any employment decision made in violation of this Policy may be voidable by the Board.

Legal Reference:

*Boaden v. Dept. of Law Enforcement*, 171 Ill. 2d 230, 664 N.E.2d 61 (1996)  
*Illinois Religious Freedom Protection and Civil Union Act*, 750 ILCS 75/1 *et seq.*

Cross Reference:

Adopted: April 11, 2016

### Immediate Family Employment Disclosure

**BOARD POLICY 2:90:** To assist in avoiding any conflicts of interest pertaining to this Policy, immediately following the Annual Board reorganization meeting, the Board Secretary will provide a disclosure form to all Board Members, the Superintendent, Chief Legal Officer and Chief Financial Officer. All such recipients shall provide, in writing, the names and job titles of any immediate family members who are employed by the District and return the form prior to the first regular Board meeting of the new term.

**IMMEDIATE FAMILY** includes parents, spouses, siblings, children, grandparents, grandchildren, parents-in-law, siblings-in-law, civil union/domestic partners, and the individual for whom the staff is the legal guardian.

These immediate family members are known by me to be District 150 employees. (If District 150 employs no immediate family members, state "NONE" in the space below.)

<b>Name</b>	<b>Job Title</b>

\_\_\_\_\_  
SIGNATURE

\_\_\_\_\_  
TITLE

\_\_\_\_\_  
DATE