

FAIRFIELD AREA SCHOOL DISTRICT

NEPOTISM

3195

3195.1 Purpose:
The purpose of this policy is to avoid favoritism based on family relationship in the employment, assignment or promotion of individuals.

3195.2 Definition - Related Party:
In addition to the following listing of family members, an individual who resides in the same household shall be considered a related party for purposes of this policy only.

Father	Daughter or Stepdaughter	Grandfather
Mother	Parent-in-law	Grandmother
Brother	Son-in-law	Aunt
Sister	Daughter-in-law	Uncle
Husband	Brother-in-law	Nephew
Wife	Sister-in-law	Niece
Son or Stepson	First cousin	

3195.3 Non-retroactivity / Change in Status:
Nothing in this policy shall affect the employment status of any person presently employed by the Board. However, in the event that, following their initial employment, assignment or reassignment to a position within the District, persons become Related Parties, the District shall endeavor to effectuate a reassignment of supervisory and/or evaluate responsibility or positions which will ensure compliance with this policy. If no such accommodation is deemed feasible, then all significant employment decisions relating to persons in such a relationship shall be subject to review by the next level of supervision until such time as one of the employees is reassigned, terminates employment with the District or the relationship is terminated.

3195.4 Employment:
The administration is hereby directed to employ the best qualified candidates, within the financial constraints set by the Board.

3195.5 Supervision of Related Parties:

The District will not assign or reassign members of the same family (Related Party) to any position with the District, when such employment, assignment or reassignment would require the employee or prospective employee to supervise or evaluate, or be supervised or evaluated by any other employee who is a member of the same family unless recommended by the Superintendent and approved by a majority vote of the Board.

3195.6 Employment of Relatives of School Directors:

No teacher shall be employed, by any board of school directors, who is related to any member of the board; as, father, mother, brother, sister, husband, wife, son, daughter, stepson, stepdaughter, grandchild, nephew, niece, first cousin, sister-in-law, brother-in-law, uncle, or aunt, unless such teacher receives the affirmative votes of a majority of all members related to the applicant who shall not vote. [24 PS 11-1111]