

Section B: School Board Governance and Operations

BCC Nepotism

The following definitions are included in 20-A MRS § 1002(1A) and (1A-1):

- A. "Employee" means a person who receives monetary payment or benefits, for personal services performed for the school.
- B. "Stipend employee" means a person who receives limited monetary payment or benefits, through a series of payments or in a lump sum, for personal services performed in an advisory, mentoring or coaching capacity for a school.
- C. "Volunteer" means a person who performs personal services for a school without monetary payment or benefits of any kind or amount.

For the purposes of this policy, the following additional definitions apply:

- A. "Administrators" includes the Director, Assistant Director, Business Manager, Maintenance Director, Food Services Director, Technology Director and Student Services Coordinator.
- B. "Immediate Family" includes spouse/domestic partner, brother, sister, parent, son or daughter.
- C. "Extended Family" includes grandparent, grandchild, uncle, aunt, niece, nephew or in-law.

1. Board Members

Immediate and extended family members of Board members shall not be employed by the school, subject to the following exemptions:

- A. Immediate and extended family members, except spouses, who are employed as of the date of policy adoption, for as long as they remain continuously employed.
- B. Employees who are employed on the date that an immediate or extended family member of theirs is elected to the Board.
- C. Board members are expected to recuse themselves from participating in any personnel action involving an immediate or extended family member employed by the school.
- D. In accordance with 20-A MRS § 1002(2A), a Board member's spouse may not serve as a volunteer when that volunteer has primary responsibility for

a curricular, cocurricular or extracurricular program or activity and reports directly to the Director or other school administrator.

2. Director

Immediate and extended family members of the Director shall not be employed by the school, subject to the following exemptions:

- A. Employees who are employed on the date that an immediate or extended family member of theirs is hired as the Director.
- B. If a member of the Director's immediate or extended family is employed under paragraph (a), appropriate measures shall be taken by the Board to avoid a conflict.

3. Administrators

No person shall be employed in a position within the jurisdiction of an administrator who is a member of that person's immediate or extended family. Nor shall any person be employed in a position in which a member of the immediate or extended family of that person is responsible, in whole or in part, for their supervision or evaluation. This provision is subject to the following exemption:

- A. Employees who are employed as of the date of policy adoption, for so long as they remain continuously employed. In such cases, appropriate measures shall be taken to avoid a conflict.

4. All School Employees

The Board shall be notified if an employee has an immediate or extended family relationship with any other school employee or Board member before the Board takes any employment action affecting that employee.

5. Exceptions to Policy

The Board may approve an exception to this policy (except for the statutory prohibitions) if there is a determination that it is in the best interest of the school and appropriate measures can be taken to avoid a conflict. It is the intent of the Board that this provision be narrowly construed and used only in rare circumstances.

Cross Reference: BCB – Board Member Conflict of Interest
 IJOC – School Volunteers

Legal Reference: 20-A MRS § 1002

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