

**WINSLOW PUBLIC SCHOOLS  
25 MESSALONSKEE AVE.  
WATERVILLE, ME 04901**

**NEPOTISM**

It shall be the policy of the School Board not to employ personnel to the staff of the school unit when the candidate is a member of the immediate family of a School Board member or of the Superintendent. Immediate family, except spouses, employed by the school unit as of the date of policy adoption, will be excluded from this policy.

No person shall be employed in a position which is within the jurisdiction of an administrative officer who is a member of the immediate family of such person, nor shall any person be employed in a position where a member of the immediate family is responsible, in whole or in part, for the supervision and/or evaluation of the employee.

Whenever a member of the immediate family of any employee is hired, the School Board shall be notified of the relationship.

The School Board may approve an exception to this policy where the School Board determines that granting of such exception is in the best interest of the school system.

For the purpose of this section, the following definitions shall apply.

- A. "Administrative Officer" shall mean any person who holds a supervisory position of principal or higher rank.
- B. "Member of immediate family" shall mean spouse, brother, sister, parent, son, or daughter {including in-laws}.

**ADOPTED:** May 21, 2003

**REAFFIRMATION:** April 23, 2012

**SOURCE:** Board Policy