

NEPOTISM

In order to promote sound management policies and procedures and to avoid actual or potential conflicts of interest, no close relative of an employe of the School District of Amery shall be appointed to any position where, as a result, he/she would be directly supervising or receiving direct supervision from a close relative.

For purposes of this policy, close relative shall be defined as spouse, children, parents, grandparents, grandchildren, mother-in-law, father-in-law, brothers or sisters. For purposes of this policy, direct supervision includes, but is not limited to, authority, responsibility, or power to appoint, dismiss, promote, demote, evaluate, assign work, recommend salary adjustments, evaluate job performance or to participate in or recommend the appointment, dismissal, promotion, demotion or salary adjustment of an applicant or employe.

Any cases of potential conflict of interest existing prior to adoption of this policy or resulting from subsequent marriage, should be reviewed regularly by the District Administrator/designee who shall make an effort to eliminate conflicting positions through re-assignment and transfer.

Nothing in this policy shall be construed as disparaging or discouraging the appointment of close relatives for positions which are not designated by this policy as being in conflict or to reflect upon the integrity or good judgement of any person in the employ of the School District of Amery.

LEGAL REF.: Section 111.345 Wisconsin Statutes

CROSS REF.: Staff Handbooks

APPROVED: September 22, 1992

REVISED: February 19, 1996
May 19, 2014