

CODE: BCC

NEPOTISM

It shall be the policy of the School Committee not to employ personnel to the staff of the Kittery School Department when the candidate is a member of the immediate family of a School Committee member or of the Superintendent. Immediate family, except spouses, employed by the Kittery School Department 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 Committee shall be notified of the relationship.

The School Committee may approve an exception to this policy where the School Committee 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” refers to the authority of a person in the position of Assistant Principal or higher.
- B. “Member of immediate family” shall mean spouse, brother, sister, parent, son or daughter.

Legal References: 20-A MRSA §1002

Adopted: July 5, 1994

Revised: May 17, 2011