

GBEA—Nepotism

Employment of Relatives

No school employee shall have a supervisory role or any job role that may impact family member's full-time or part-time employment after the passage of this policy.

"Family member" shall be defined as spouse, mother, father, child, brother, sister, grandkid, grandparent, uncle, aunt, and any step relationship of these individuals, any marital relationship, including niece, nephew, in-law, guardian, ward and cousin.

The restrictions in this policy shall not apply to the hiring of short-term, temporary employees such as substitute teachers or summer help.

Any employees currently employed by the School who have such relationships are exempt from the above language as long as they maintain continuous, uninterrupted employment with the School.

The policy is not retroactive and shall not be applied to individuals who are hired without said relationships and then later acquire a prohibited relationship by marriage to another employee or Board Member. Notwithstanding, this policy shall apply to any and all employees who develop a prohibited relationship as defined by this policy where a supervisory role exists between the employees involved.

The Board views any relationship developing between employees where a supervisory role exists as an egregious breach of trust and ethics in leadership. Employees in violation of this policy will be subject to disciplinary action that may include termination of employment.