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## NEPOTISM

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The Bangor School Department does not discriminate in its employment and personnel actions with respect to its employees and applicants on the basis of marital or familial status. The Bangor School Committee recognizes that academic excellence is achieved through hiring the best candidates available.

For the purposes of this policy, the following definitions shall be used:

- A. "Employee" means a person who receives monetary payment or benefits, no matter the amount paid or hours worked, for personal services performed for the School Department. This does not include non-stipended, temporary, and/or seasonal employees.
- B. "Administrators and Supervisors" includes the Assistant Superintendent of Schools, Principals, Assistant Principals, Director and Assistant Director of Pupil Services, Athletic Director, Director of Adult and Community Education, Director of Business Services, Department Heads, and the Food Service Supervisor.
- C. "Immediate Family" includes spouse, sibling, parent, children, grandparents, half relationships, step relationships, in-law relationships, and domestic partner.

### **School Committee Members**

Immediate family members of School Committee members shall not be employed by the School Department, subject to the following exemptions:

- a. Immediate family members, except spouses/domestic partners, 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 family member of theirs, except a spouse/domestic partner, is elected to the School Committee.
- c. School Committee members, if aware, are expected to declare any family relationship in any personnel action by the School Committee that involves an immediate family member who is employed or under consideration for employment by the School Department.

Employment, appointment, or service as a volunteer by a School Committee member or the spouse/domestic partner of a School Committee member is governed by Maine law and addressed in Bangor School Committee Policy BCB Committee Member Conflict of Interest.

### **Superintendent of Schools**

Immediate family members of the Superintendent shall not be employed by the School Department, subject to the following exemptions:

- a. Employees who are employed on the date that an immediate family member of theirs is elected to the Superintendentcy.
- b. If a member of the Superintendent's immediate family is employed under paragraph (a), appropriate measures shall be taken by the School Committee to avoid a conflict.

### **Administrators and Supervisors**

No person shall be employed in a position within the jurisdiction of an administrator or supervisor who is a member of that person's immediate family. Nor shall any person be employed in a position in which a member of the immediate family of that person is responsible, in whole or in part, for his/her/their\* supervision or evaluation.



**All School Employees**

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

**Supervision**

In cases where an employee would have primary responsibility for supervision, evaluation of, or assignment of duties to a member of that employee's immediate family, an appropriate individual must be designated by a higher level administrator to perform the functions of such employee in procedures and decisions related to evaluation and employment.

**Exceptions to Policy**

The School Committee may approve an exception to this policy (except for the statutory prohibition against employment of School Committee members' spouses) if there is a determination that it is in the best interest of the School Department and appropriate measures can be taken to avoid a conflict. It is the intent of the School Committee that this provision be narrowly construed.

Cross Reference:           BCB – Committee Member Conflict of Interest

Legal Reference:           Title 20-A MRSA SECTION 1002 (spousal conflict of interest)

ADOPTED:    January 24, 2007

REVIEWED:   February 22, 2023

REVISED:     April 26, 2023

\* *“They, them, their” will be utilized herein to reflect all personal pronouns for the referenced individual or parties.*

