

NEPOTISM

A. Employment

It shall be the policy of the Augusta School Department not to employ as school unit staff any person who is a member of the immediate family of a Board member or of the Superintendent. Immediate family of Board members or the Superintendent who are employed by the school unit on the date of adoption of this policy are not affected by this paragraph.

By Maine law (20-A M.R.S.A. § 1002(2)), a Board member's spouse is precluded from employment under any circumstances in any public school within the jurisdiction of the Board to which the member is elected.

B. Supervision and Evaluation

No person shall be employed in or assigned to a position that is within the administrative supervision of a member of his/her immediate family, nor in a position in which he/she is supervised or evaluated, in whole or in part, by a member of his/her immediate family.

C. Volunteers

Under Maine law (20-A M.R.S.A. § 1002(2-A)), a board member's spouse may not serve as a volunteer when that volunteer has primary responsibility for a curricular, co-curricular, or extracurricular program or activity and reports directly to the superintendent, principal, athletic director, or other school administrator within the jurisdiction of the Board.

D. Definitions

For the purpose of this policy:

1. "Immediate family" means spouse, brother, sister, parent, son, or daughter.
2. "Administrative supervision" refers to the authority of a person in the position of principal or higher.

Code: BCC

Legal Reference: 20-A M.R.S.A. § 1002

Cross Reference: BC – Board Member Conflict of Interest

Adopted: July 13, 2011

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AUGUSTA BOARD OF EDUCATION