

## NEPOTISM

To avoid a conflict of interest in the Bonneville Joint School District No. 93, administrators or supervisors shall not be responsible for the supervision and/or evaluation of any employee who is related by sanguinity or by marriage.

### Guidelines

1. No District employee shall directly supervise another employee who is a relative when the salary, wages, pay, or compensation of the relative will be paid from public funds.
2. No District employee shall evaluate a relative's job performance or recommend salary increases for said relative.
3. Persons regularly employed by the District may be transferred to another building or placed under different supervision, if necessary, to eliminate potential conflicts of interest.
4. Any deviation from this policy must be approved by the Board of Trustees.

### DEFINITIONS

**Relative:** is father, mother, husband, wife, son, daughter, sister, brother, uncle, aunt, nephew, niece, mother-in-law, father-in-law, brother-in-law, sister-in-law, daughter-in-law, son-in-law.

**Supervisor:** an individual with the authority to recommend or approve appointment, promotion, salary, evaluation, termination, or other similar personnel action

Adopted 12-14-2005 Reviewed \_\_\_\_\_ Revised 09-13-2017