

NEPOTISM

Persons related by blood or marriage to a school official (board member or administrator) may be employed in this school district, but the interested board member must declare the relationship and abstain from discussing or voting on the appointment.

Persons related by blood or marriage to a member of the administrative staff shall not be appointed to a position that is in a line relationship involving supervision and evaluation of the position.

When a member of a school official's immediate family is a member of the bargaining unit, that school official shall not discuss or vote on the proposed collective bargaining agreement with that unit, nor participate in any way in negotiations or as a member of the negotiating team. Nor shall that board member be present with the board in closed session when negotiation strategies are being discussed.

Furthermore, school officials shall not vote on a collective bargaining agreement, be present in closed session when the board is discussing negotiation strategies nor participate in any way in negotiations or as a member of the negotiating team, when they or members of their immediate families belong to the same statewide general union with which the school board is negotiating.

No one shall be released from present employment in the district because of a conflicting relationship who has been regularly employed by the board prior to the inception of the relationship, the adoption of this policy or a school official's election or appointment.

It is the intent of this policy to avoid any situation where there can arise the appearance of a conflict of interest either on the part of a member of the board or a member of the administrative staff.

Date: March 20, 2002

Legal References:

<u>N.J.S.A.</u> 18A:11-1	General mandatory powers and duties
<u>N.J.S.A.</u> 18A:12-2	Inconsistent interests prohibited
<u>N.J.S.A.</u> 18A:12-21 <u>et seq.</u>	School Ethics Law
<u>N.J.S.A.</u> 18A:16-6	Officers and employees in general
<u>N.J.A.C.</u> 6:2-1.1 <u>et seq.</u>	Appeals
<u>N.J.A.C.</u> 6:3-9.1 <u>et seq.</u>	School Ethics Commission

In the matter of the election of Dorothy Bayless to the Board of Education of the Lawrence Township School District, 1974 S.L.D. 603, reversing 1974 S.L.D. 595

Shirley Smiecinski v. Board of Education of the Township of Hanover, Morris County, 1975 S.L.D. 478

Scola v. Ringwood Board of Education, 1978 S.L.D. 413

Salerno v. Old Bridge Township Board of Education, 1984 S.L.D. (April 23)

Larsen v. Woodbridge Township Board of Education, 1985 S.L.D. (March 18)

Scannella v. Scudillo, School Ethics Decision, Complaint No. C-14-93, (February 3, 1994)

School Ethics Commission, Advisory Opinion, A01-93

School Ethics Commission, Advisory Opinion, A10-93

School Ethics Commission, Advisory Opinion, A021-93

School Ethics Commission, Advisory Opinion, A07-94

School Ethics Commission, Advisory Opinion, A33-95

Cross References:

4211	Recruitment, selection and hiring
4219.21	Conflict of interest
9270	Conflict of interest

