

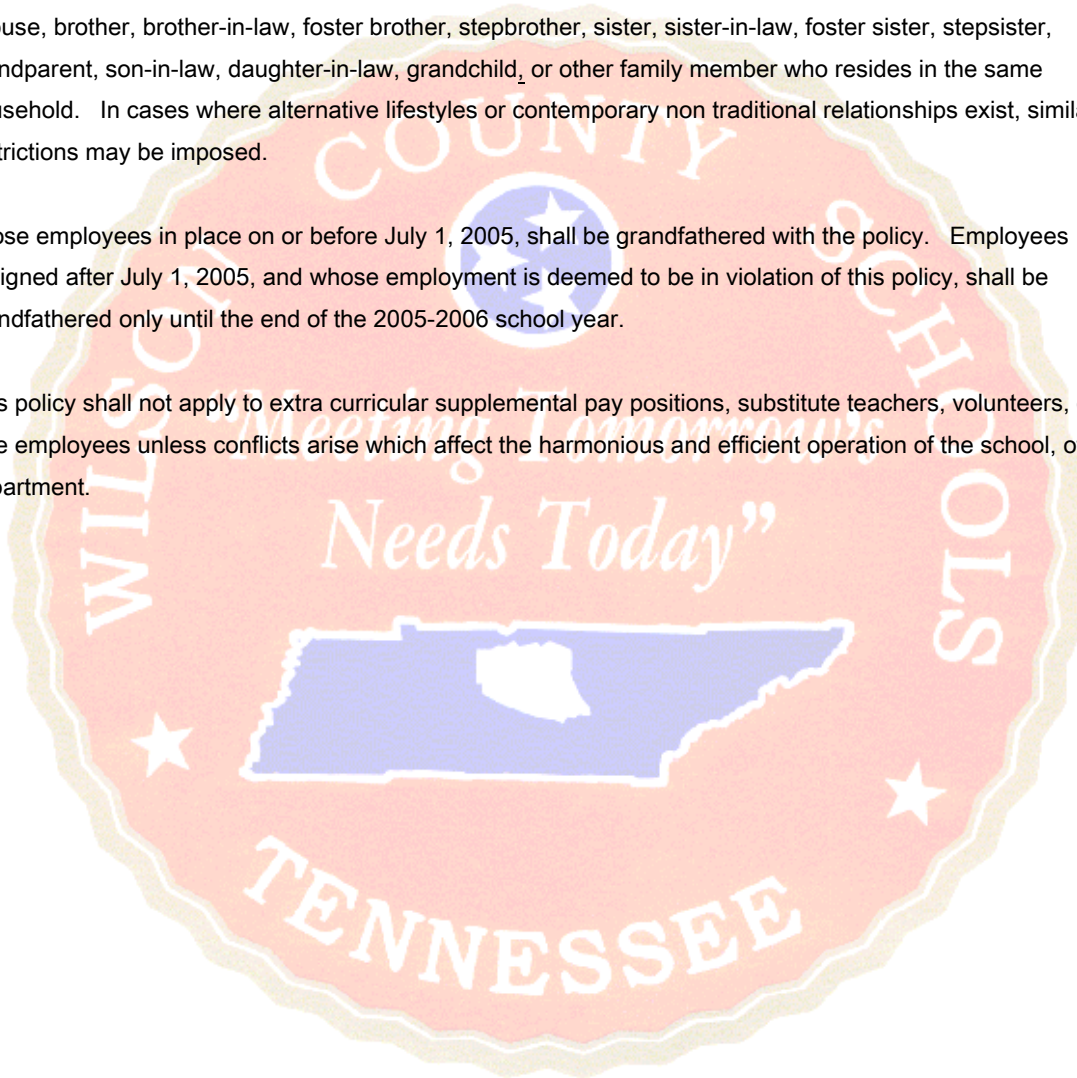
Wilson County Board of Education

Policy Description: Nepotism	Policy Number: 5.119	Amended Date: 06/04/07
	Rescinds:	Issued: 06/03/04

1 No employees who are relatives shall be placed within the same direct line of supervision whereby one relative is
2 responsible for supervising the job performance or work schedule of another relative. Violations occurring as a
3 result of marriage shall be resolved by a transfer within the department or a transfer to another department or
4 school. For the purpose of this policy, relative shall mean parent, stepparent, foster parent, parent-in-law, child,
5 spouse, brother, brother-in-law, foster brother, stepbrother, sister, sister-in-law, foster sister, stepsister,
6 grandparent, son-in-law, daughter-in-law, grandchild, or other family member who resides in the same
7 household. In cases where alternative lifestyles or contemporary non traditional relationships exist, similar
8 restrictions may be imposed.

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10 Those employees in place on or before July 1, 2005, shall be grandfathered with the policy. Employees
11 assigned after July 1, 2005, and whose employment is deemed to be in violation of this policy, shall be
12 grandfathered only until the end of the 2005-2006 school year.

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14 This policy shall not apply to extra curricular supplemental pay positions, substitute teachers, volunteers, or part
15 time employees unless conflicts arise which affect the harmonious and efficient operation of the school, office, or
16 department.



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