

404.3AP – Employment of Relatives

Purpose

The Board recognizes and accepts that more than one member of a household or family may be employed by the school district. The Board also recognizes that there are many work locations within its jurisdiction where Board employees are assigned.

Procedure

Relatives of present employees may be hired by the school district if it is determined that due to the individual's skills, knowledge and ability that person is the best applicant to meet the requirements of the applicable vacant position.

A relative for the purpose of this administrative procedure is considered to be:

- spouse, common-law spouse
- father/mother
- son/daughter
- brother/sister
- in-laws.

Without restricting employment opportunities, the Board believes that under normal circumstances the best situation is to have members of the same household or family assigned to different schools or locations.

Legal References:

Monitoring Method: *Board of Education / Superintendent*

Monitoring Frequency:

Previous Policy Number: AP411

Adopted: 1990.06.13

Amended: 2025.02.04

