

0142.1 NEPOTISM (M)

Definitions

For the purposes of this policy, “relative” shall be defined as an individual's spouse, civil union partner, domestic partner, or the parent, child, brother, sister, aunt, uncle, niece, nephew, grandparent, grandchild, son-in-law, daughter-in-law, stepparent, stepchild, stepbrother, stepsister, half-brother or half-sister of the individual or of the individual’s spouse, civil union partner or domestic partner, whether the relative is related to the individual or the individual’s spouse, civil union partner or domestic partner, by blood, marriage, or adoption.

“Immediate family” shall be defined as Board member or school administrator, their spouse, civil union partner, domestic partner, child, parent or sibling residing in the same household, whether related by blood, marriage or adoption.

Employment/Promotion of Relative

The Board of Education, in order to avoid both the reality and the appearance of conflict of interest in employment, will not appoint a relative of a Board Member or of the Superintendent to any employment position in this district. The Board also directs that no relative of a Board Member or Superintendent shall be placed in nomination for any vacant position. The Superintendent shall not recommend to the Board any relative of a Board member or of the Superintendent. Nor shall any person be considered for employment in any position in which he/she would come under the direct or indirect supervision of any relative.

No school district administrator shall supervise, or exercise authority on personnel actions regarding a relative of the administrator. Supervisor/Administrators should not be assigned to the same building as a relative.

As an exception to this policy, persons who are employees of the Board on the date that this policy becomes effective or the date a relative becomes a Board member or Superintendent shall not be prohibited from continuing to be employed in the district.

Board Member/Superintendent Participation in Negotiations

When a Board member or school administrator’s relative is a member of the bargaining unit, or receives the benefit of the contract, that Board member or school administrator shall not discuss the proposed collective bargaining agreement with that unit nor



POLICY

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participate in any way in negotiations. This includes, but is not limited to, being a member of the negotiating team. Nor shall that Board member or school administrator be present with the Board in closed session when negotiation strategies are being discussed. However, a school administrator may provide technical information that is necessary to the collective bargaining process when no one else can provide that information.

When a member of a Board member's or school administrator's immediate family is a member of the same statewide union with which the Board is negotiating, that Board member or school administrator shall not participate in any way in negotiations. This includes, but is not limited to: being a member of the negotiating team, prior to the Board's attaining a tentative memorandum of agreement with the bargaining union, including salary guides and/or the total package of money to be offered.

Once such tentative memorandum of agreement is established, including salary guides and/or the total package of money to be offered, the Board member or school administrator may fully participate in the process, including Board member voting, absent other conflicts. Prior to that time, the Board member or school administrator shall not be present with the Board in closed session when negotiation strategies are being discussed. However, a school administrator may provide technical information that is necessary to the collective bargaining process when no one else in the district can provide that information.

A school official who has such relationship with any employee of the district as of the effective date of this policy shall declare such relationship immediately.

Per diem substitutes and pupil employees are excluded from this nepotism policy.

Therefore be it resolved the Willingboro Board of Education adopts this policy as mandated by N.J.A.C. 6A:23A-6.2.

N.J.A.C. 6A:23A-6.2

Adopted: 25 January 2010
Revised: 30 May 2012

