

WILMINGTON AREA SCHOOL DISTRICT

SECTION: EMPLOYEES

TITLE: NEPOTISM

ADOPTED: August 18, 2014

REVISED:

304.1. NEPOTISM	
1. Purpose	The Board recognizes its obligation to the community to employ the most qualified candidate available for each and every position within the District. At the same time, the Board realizes that it shall not penalize potential employees based solely upon their relation to a Board member.
2. Definition SC 1111	For the purpose of this policy, relative shall mean a father, mother, brother, sister, husband, wife, son, daughter, stepson, stepdaughter, grandchild, nephew, niece, first cousin, sister-in-law, brother-in-law, uncle or aunt.
3. Authority Pol. 308	It shall be the policy of the Board that any member, whose relative shall be considered for District employment in any capacity, shall abstain from any and all discussions related to the employment of the individual, including negotiations and strategy sessions leading up to any meeting or discussion that may be considered negotiations.
4. Guidelines Pol. 916	Board members shall abstain from voting on any issue related to the approval of a relative as a District volunteer.
	References: School Code – 24 P.S. Sec. 510, 1111 Board Policy – 000, 308, 916