

RSU #63

a. NEPN/NSBA Code:	BCC
b. Title:	Nepotism
c. Author:	
d. Replaces Policy:	
e. Date Approved:	03/28/2022 RSU #63
f. Date Previously Approved:	02/24/2020
g. Policy Expiration:	Review as Needed
h. Responsible for Review:	Superintendent/Board of Directors
i. Date Reviewed:	02/17/2022 Superintendent 03/08/2022 Policy Committee
j. References:	20-A MRSA §1002, (2) and (2-A)
k. Narrative:	

It is the intent of this policy to ensure that employment practices comply with Maine's "prohibited appointments and employment" statute, 20-A MRSA § 2002 and to avoid favoritism and the appearance of favoritism in employment practices.

I. Definitions

For the purposes of this section, the following definitions apply:

- A. "Immediate Family"** means spouse, domestic partner, brother, sister, parent, son, or daughter.
- B. "Administrative Supervision"** refers to the authority of a person in the position of principal or higher.

II. Employment

- A. RSU #63 (the District)** will generally not employ any person who is a member of the immediate family of a Board member or of the Superintendent. Exceptions are identified in section IV.

III. Supervision and Evaluation

- A. No person** will be employed in or assigned to a position that is within the Administrative Supervision of a member of their Immediate Family, nor in a position in which they are supervised or evaluated, in whole or in part, by a member of their Immediate Family.

IV. Exceptions

- A. In extraordinary circumstances**, the Board may approve an exception to the prohibitions on the employment of Immediate Family so long as the candidate is qualified for the position to which they have applied, the hiring is in the best interest of the school system and its students.
 - 1. Exceptions for spouses of Board Members in stipend positions only:**
 - a. For the purpose of this policy** a "stipend employee" means a person who receives limited monetary payment of benefit, through a series of payments or in a lump sum, for personal services performed in an advisory, mentoring, or coaching capacity for the District.

- b. The Board authorizes the Superintendent to employ a spouse of the member of the Board as a stipend employee on a contractual basis when that action is in the best interest of the students and the needs of the District. Such a contract will summarize potential conflicts of interest and describe mitigations of such conflicts.
 - c. Such contract will be for one season or one year only, with no guarantee or expectation of continuation.
 - d. It is the Board's intent that hiring practices for stipend positions discourage favoritism and political patronage and provide qualified applicants a fair opportunity to be selected on merit, with priority consideration given to the best interest without restrictions based solely on family association. To that end, the Superintendent/designee will be responsible for developing job descriptions for stipend positions, including relevant qualifications and duties/responsibilities.
 - e. These exceptions for spouses of Board Members applies only through June 20, 2024, unless extended by the Maine legislature.
- 2. Other exceptions must be brought to the full Board for their consideration.

V. Volunteers

- A. Under Maine Law (20-A M.R.S.A., § 1002, (2-A)) a Board Member or Board Member's spouse may not serve as a volunteer when that volunteer has primary responsibilities for a curricular, co-curricular, or extra-curricular program or activity and reports directly to the superintendent, principal, athletic director, or other school administrator within the jurisdiction of the Board.
 - 1. Exceptions for spouses of Board Members in volunteer positions only:
 - a. Notwithstanding the preceding paragraph, the Board may permit a Board Member's spouse to serve as a volunteer in the same capacities as other school volunteers. In approving spouses of Board Members as volunteers, the Superintendent/designee will ensure that practices applicable to approval of school volunteers discourage favoritism and political patronage and provide qualified applicants a fair opportunity to be selected on merit, with priority consideration given to the best interest without restrictions based solely on family association. Board member spouses who volunteer in schools will be subject to the provision of the Board's policy IJOC, School Volunteers.
 - b. This exception applies only through June 30, 2024, unless extended by the Maine legislature.