

1 Joint School District No. 2, Meridian
2 Meridian Technical Charter High School, Inc. has adopted West Ada's (Joint School District No. 2)
3 STAFF PERSONNEL
4 policy.

5 Series 400

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7 Policy Title Nepotism

Code No. 403.54

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10 DEFINITION:

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12 For the purpose of this policy, "relative" shall be defined as:

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14 Father, mother, husband, wife, son, daughter, sister, brother, uncle, aunt,
15 nephew, niece, mother-in-law, father-in-law, brother-in-law, sister-in-law,
16 daughter-in-law, son-in-law.

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18 For the purpose of this policy, "supervise" shall be defined as:

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20 The authority to recommend or approve the relative's appointment, promotion,
21 salary, evaluation, termination, or other similar personnel action.

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23 To avoid a conflict of interest, at no time shall any administrator/supervisor be
24 responsible for the supervision and/or evaluation of any employee directly related to
25 him/her. No district employee shall directly supervise another employee who is a
26 relative when the salary, wages, pay, or compensation of the relative will be paid from
27 public funds. The district employee shall not evaluate the relative's job performance or
28 recommend salary increases for the relative.

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30 Prior to adoption of this policy, employees of the district working at the same site, but not
31 in a supervisory and/or evaluative relationship, shall be allowed to continue until such a
32 relationship changes.

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34 Persons regularly employed by the district after policy adoption and prior to the inception
35 of such relationship may be transferred to another building or placed under different
36 supervision, if necessary, to eliminate potential conflicts of interest.

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50 Date of Adoption:
51 06/12/95

Legal Reference: Code of Idaho
