

DeForest Area School District
Administrative Regulation

TITLE: EMPLOYMENT OF RELATIVES	NUMBER: AR 3.2(2)
<i>Executive Limitation: EL 3, Treatment of Staff (3.2 – Compliance with Legal and Regulatory Authority)</i>	
Recorded as Administrative Regulation: <i>Established: 3/8/04 Revisions:</i>	
Origin as Board Of Education Policy: Personnel 524 <i>Established: 4/14/97 Revisions: 10/17/02</i>	

The criteria for employment with DeForest Area School District are appropriate job-related skills, experience and qualifications. Marriage and family relationships constitute neither an advantage nor a disadvantage in consideration for employment. The district will avoid the hiring, transfer or promotion of close relatives of employees that may result in conflicts of interest or the possibility of favoritism. Applicants shall not be hired, or employees transferred, into a position where a close relative would supervise the applicant or employee. Supervision includes the responsibility for or ability to influence decisions to transfer, assign, lay off, recall, discipline, dismiss, suspend, evaluate or promote employees; or to adjust grievances filed by employees.

For purposes of this policy, “close relative” shall be defined as one’s parents, spouse, son, daughter, sister, brother, brother-in-law, son-in-law, sister-in-law, daughter-in-law, step-parents, step-children, grandparents and/or grandchildren.

References

Section 111.32(12), 111.345, Wis. Stats.

Cross Reference

Human Resources Recruitment
Conflicts of Interest

Executive Limitation

3.3 – Treatment of Staff