

DeForest Area School District
Administrative Regulation

TITLE: NEPOTISM	NUMBER: AR 3.2 (3)
<i>Executive Limitation: EL 3, Treatment of Staff (3.2 –Compliance with Legal and Regulatory Authority)</i>	
Recorded as Administrative Regulation: <i>Established: 11/24/08 Revisions:</i>	
Origin as Board Of Education Policy:	

To ensure sound management policies and procedures and to avoid actual or potential conflicts of interest, no close relative of any employee of the district shall be appointed to and/or assigned to a position having a conflicting interest with a position held by a close relative. Conflicting interest is defined as having direct responsibility involving power to recommend appointment, dismissal, promotion and demotion or for supervision and evaluation of close relatives. For purposes of this policy, close relatives shall be defined as spouse, parent, son, daughter, sister, brother, brother-in-law, sister-in-law, son-in-law, daughter-in-law, niece, nephew, or first cousin.

Nothing in this policy shall be construed as discouraging the appointment of relatives for positions not designed by this policy as being in conflict. Except as restricted by this policy, each recommendation for employment shall be based upon the best-qualified applicant for the position to be filled. Nothing in this policy shall be construed to limit the opportunity for promotion of any person employed by the District.

In situations where a conflict of interest arises during the course of employment, the district Administrator shall review the situation on a case-by-case basis.