

All Personnel Nepotism and Supervision of Relatives	D.5
<i>Adopted: July 23, 2013</i>	

The Hilldale Board of Education concurs with and supports the public policy stated in Okla. Stat. tit. 70, §§ 5-113 and 5-113.1, limiting the employment of individuals related to members of the Board of Education. In addition, the board believes that the employment of relatives in either a direct or indirect reporting or supervisor/subordinate relationship with another relative creates possibilities for conflicts of interest, favoritism and disruption of the efficient and impartial administration of school business. Therefore, the board has determined that it is in the best interests of the Hilldale School District to adopt this policy.

Except as prohibited by the laws of the State of Oklahoma, relationship by one employee to another employee within the second degree of consanguinity or affinity shall not, in itself, be a bar to appointment, employment, re-employment, transfer or advancement at Hilldale School District. Notwithstanding the foregoing, effective July 1, 2007, no person shall be hired, reassigned, promoted or re-employed for a new fiscal year contract period to any position in which the employee will be either a direct or indirect supervisor or a subordinate to another employee to whom he/she is related by affinity or consanguinity within the second degree.

Relatives within the second degree of relationship include, but are not necessarily limited to the following persons: spouse, biological or adoptive child (including stepson and stepdaughter), child's spouse (son-in-law, daughter-in-law), parents, spouse's parents (mother-in-law, father-in-law), parent's spouse (stepmother, stepfather), grandchild (including step-grandchild), grandchild's spouse (grandson-in-law, granddaughter-in-law), grandparent, grandparent's spouse (step-grandmother, step-grandfather), brother, brother's spouse (sister-in-law), sister, and sister's spouse (brother-in-law).

The supervisory or subordinate relationship shall be any relationship in which either related employee is directly responsible for making recommendations or decisions regarding promotion, dismissal, re-employment, salary, assignment or any other type of employment action or decision.

If after the adoption of this policy two employees, who are in a direct or indirect reporting or supervisor/subordinate relationship, are or become related within one of the relationships stated above, then appropriate action will be taken to effectuate a transfer of one or both employees or of the reporting/supervisory responsibilities in order to avoid the reporting or supervisor-subordinate relationship. Such transfer shall be made after consultation with both employees, and the transfer shall be made solely based upon the best interests of Hilldale School District as determined by the board of education or the superintendent.