

SCHOOL DISTRICT OF WAUZEKA-STEUBEN

NEPOTISM (CONFLICT OF INTEREST)

Employment by the District of a relative of a school Board member, Principal, District Office Administrator, or the District Administrator may cause inappropriate conflicts between the personal interests and the public responsibilities of such officials. However, with appropriate controls such employment offers the District the benefit of the talents of such individual. Moreover, such individuals should not be excluded unnecessarily from employment opportunities for which they are qualified. In an effort to balance and harmonize such considerations, the Board of Education adopts the following policy:

School Board members, the Principal, District Office Administrators, and the District Administrator may not participate in the initial employment by the District of a member of their immediate families or other interested individual, supervise such family member's or individual's work, make any decision involving such family member's or individual's employment status or compensation, or improperly try to influence others to extend special preferences or privileges to such family members or individuals. A member of the immediate family or other interested individual of the principal or of a District Office Administrator, shall be supervised by the District Administrator and a member of the immediate family or other interested individual of the District Administrator shall be supervised by the principal.

For the purpose of this policy, "immediate family" means:

1. the current spouse of a School Board member, Principal, District Office Administrator, or District Administrator or a former spouse to whom such official owes continuing financial obligations; and
2. a parent, son, daughter, parent-in-law, son-in-law, daughter-in-law.

For purposes of this policy, "other interested individual" means:

1. any person living in the same household as a school Board member, Principal, District Office Administrator, or the District Administrator no matter what the degree of relationship;
2. any person with whom the school Board member, Principal, District Office Administrator, or the District Administrator regularly shares household and other living expenses; and
3. any person for whom (or from whom) the school Board member, Principal, District Office Administrator, or the District Administrator pays (or receives) more than one half of the payee's financial support.

In addition to the specific prohibitions of the Policy, School Board Members, the Principal, District Office Administrators, the District Administrator, and all District employees shall be sensitive to any appearance of impropriety in their actions affecting any relative employed by the District and shall exercise good judgement and discretion in all such actions.

Legal References: Wisconsin State Statutes §§ 19.59, 946.13, 111.345

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