

POLICY FAMILY	ALL SCHOOL EMPLOYEES	301-302
<p style="text-align: center;"><u>301.</u></p> <p style="text-align: center;">Family Relationships and Employment</p> <p>Adopted 12/6/80 Amended 12/1/04 Amended 6/3/15</p>	<p>Family relationships will at no time be a factor in the employment, assignment, evaluation or promotion of personnel. For the purposes of this policy, a “relative” is defined as a parent, child, spouse, domestic partner, sibling, parent-in-law, sibling-in-law, child-in-law or stepchild.</p> <ol style="list-style-type: none"> 1. The school district shall not employ a relative of the superintendent. 2. The school district shall not hire a relative of a school committee member. If a relative of a school committee member was employed by the school district prior to the committee member’s election, the individual’s employment status shall not be affected by the election. If such an individual continues to be employed after a relative begins serving on the school committee, the school committee member must recuse him/herself from matters that directly affect the relative, such as collective bargaining, and the committee member must determine whether to recuse him/herself or file a disclosure with the town clerk on other matters that might indirectly affect the relative. (M.G.L. Chapter 268A). 3. The school district shall not assign a relative of a principal as an employee at the principal's school. 4. The superintendent shall provide two weeks written notice to the School Committee prior to appointing a relative of a central office administrator as a School Department employee. 5. In no instance will an employee be assigned to a position in which he or she would be supervised or evaluated by a relative. 	