

RSU #16 (Mechanic Falls, Minot, Poland)

Policy Code: BCC

Adopted: December 2012

Revised: November 2019

NEPOTISM

Employment:

It shall be the policy of the RSU #16 School Board not to employ as school unit staff any person who is a member of the immediate family of a board member or of the Superintendent. Immediate family of board members or the Superintendent who are employed by the school unit on the date of adoption of this policy are not affected by this paragraph.

By Maine law (20-A M.R.S.A. § 1002(2)), a board member's spouse is precluded from employment under any circumstances in any public school within the jurisdiction of the board to which the member is elected.

Supervision and Evaluation:

No person shall be employed in or assigned to a position that is within the administrative supervision of a member of their immediate family, nor in a position in which they are supervised or evaluated, in whole or in part, by a member of their immediate family.

Exceptions:

In extraordinary circumstances, the board may approve an exception to the prohibitions on the employment of immediate family so long as the candidate is qualified for the position to which they have applied, the hiring is in the best interest of the school system and its students, and the candidate is not the spouse of a board member.

Volunteers:

Under Maine law (20-A M.R.S.A. § 1002(2-A)), a board member's spouse may not serve as a volunteer when that volunteer has primary responsibility for a curricular, co-curricular, or extracurricular program or activity and reports directly to the superintendent, principal, athletic director, or other school administrator within the jurisdiction of the board.

Definitions:

For the purpose of this policy:

- A. "Immediate family" means spouse, brother, sister, parent, son, or daughter.
- B. "Administrative supervision" refers to the authority of a person in the position of principal or higher.

Legal Reference:

20-A M.R.S.A. § 1002

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SIGNATURE BLOCK:

RSU 16 School Board



Mary Martin, Chair

11/4/19
DATE



Joe Parent, Vice Chair

4 NOV 2019
DATE

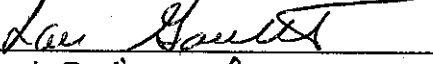


Travis Ritchie

11/2/19
DATE

Scott Lessard

DATE



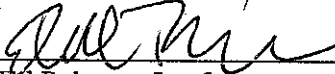
Louis Goulet

DATE



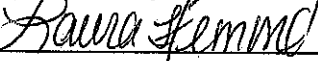
Mike Downing

4 Dec 19
DATE



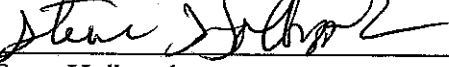
Ed Rabasco, Jr.

11-4-19
DATE



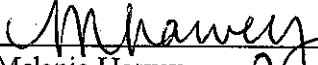
Laura Hemond

11-4-19
DATE



Steve Holbrook

11-4-19
DATE




Melanie Harvey

11-4-19
DATE

Norm Davis

DATE



Julie Rioux

11-4-19
DATE



Norm Beuparlant

11/4/19
DATE

Chelsea Clavet

DATE



Mike Lacasse

11/4/19
DATE