

**Pioneer Springs Community School
Nepotism Policy (approved 4/22/2014, revised 1/19/2016, revised 5/21/2019)**

The Board of Trustees desires to avoid conflicts of interest in hiring and employment or the appearance of such conflicts. The Director shall seek the best person available for the position. At all times, individuals involved in the hiring process should be sensitive to the possibility of the perception of favoritism in hiring due to relationships between a board member, or an employee, and the candidate, based upon political considerations or family relationships.

Before any immediate family, as defined in G.S. 115C-12.2, of any member of the board of trustees or an employee with supervisory authority shall be employed or engaged as an employee, independent contractor, or otherwise by the board of trustees in any capacity, such proposed employment or engagement shall be (i) disclosed to the board of trustees and (ii) approved by the board of trustees in a duly called open-session meeting.

No teacher or staff member that is immediate family of the chief administrator shall be hired without the Board evaluating their credentials, establishing a structure to prevent conflicts of interest, and notifying the Department of Public Instruction, with evidence, that this process has occurred.

No PSCS Board of Trustee member or employee shall have a direct supervisory role that may impact a family member's full-time or part-time employment. "Family member" shall be defined as spouse or life partner, mother, father, child, brother, sister, grandchild, grandparent, uncle, aunt, and any step relationship of these individuals, any marital relationship, including niece, nephew, in-law, guardian, ward and cousin. The restrictions in this policy shall not apply to the hiring of short-term, temporary employees such as substitute teachers or summer help. The policy is not retroactive and shall not be applied to individuals who are hired without said relationships and then later acquire a prohibited relationship by marriage to another employee or Board Member.

When any action related to the employment of a family member of a sitting board member comes before the board, said board member shall recuse themselves from the discussion and abstain from any vote related to the employment action. Irrespective of the exemptions in this policy, no PSCS employee may participate in the process of supervision, review, recommendation, and/or decision-making in any matter concerning salary, promotion, demotion, discipline, transfer, layoff, recall, evaluation, discipline, discharge, or determining work duties or assignments of a family member, as defined above.