

NEPOTISM

The Hackettstown Board of Education, in order to avoid both the reality and the appearance of conflict of interest in employment, will not appoint a person related by blood or marriage to a school official (board member or administrator) to any employment position in the district, and directs that no person who is a member of the family of a board member or administrator shall be placed in nomination for any vacant position. Nor shall any person be considered for employment in any position in which he/she would come under the direct or indirect supervision of any member of his/her family or have a fiduciary relationship with any member of his/her family.

Persons who are employees of the board on the date that this policy becomes effective shall not be discharged because of this policy, nor shall they be denied re-employment in succeeding years because of it. However, if any person who is a member of the family of a board member or an administrator resigns or is not re-employed for other reasons (except reduction in force), this policy would deny re-employment for such period as the individual has such a family relationship.

When a member of a school official's immediate family is a member of the bargaining unit, that school official shall not discuss or vote on the proposed collective bargaining agreement with that unit nor participate in any way as a member of the negotiating team. Furthermore, that board member shall not be present with the board in closed session when negotiation strategies are being discussed.

When a school official or member of his/her immediate family is a member of the same statewide union, that school official shall not participate in any way in negotiations, prior to the board's attaining a tentative memorandum of agreement with the bargaining unit. Once the tentative memorandum of agreement is established, a school official with an out of district same statewide union affiliation may fully participate in the process, absent other conflicts. Prior to that time, the school official shall not be a member of the negotiating team and shall not be present with the board in closed session when negotiation strategies are being discussed. The board member may vote on the collective bargaining agreement.

No one shall be released from present employment in the district because of a conflicting relationship who has been regularly employed by the board prior to the inception of the relationship, the adoption of this policy or a school official's election or appointment.

Furthermore, board members or administrators shall not participate in negotiations, vote on a collective bargaining agreement or participate in any way as a member of the negotiating team when they or members of their families belong to the same statewide general union with which the school board is negotiating.

For the purpose of this policy, family shall be defined as grandparent, parent, spouse, child, grandchild or sibling, whether by blood or marriage.

A board member or administrator who has such relationship with any employee of the district as of the effective date of this policy shall declare such relationship immediately.

It is the intent of this policy to avoid any situation where there can arise the appearance of a conflict of interest either on the part of a member of the board or a member of the administrative staff.

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Legal References: See Appendix

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