

REYNOLDS SCHOOL DISTRICT

SECTION: CLASSIFIED EMPLOYEES

TITLE: #503 - NEPOTISM

ADOPTED: 5/18/11

REVISED:

<u>503 NEPOTISM</u>	
1. Purpose	<p>The object of this policy is to prevent nepotism in hiring of school employees. The hiring of a school employee closely related to a member of the Reynolds School Board, commissioned officer, professional staff, management level employee, classified employee, or any other employee of the Reynolds School District could arouse public suspicion that the employee was hired on the basis of relationship rather than merit. It is also the purpose of this policy to:</p> <ol style="list-style-type: none">1. Discourage favoritism.2. Prevent disciplinary problems.3. Inhibit personal cliques.
2. Definitions	<p>School Directors shall mean any person who is elected or appointed as a director of the school district and serves on its Board.</p> <p>Employee shall mean all paid positions of the Reynolds School District. No employee of the Reynolds School District is excluded from this policy.</p> <p>Relative means a father, mother, brother, sister, husband, wife, son, daughter, stepfather, stepmother, stepchild, grandchild, nephew, niece, first cousin, sister-in-law, brother-in-law, uncle, or aunt.</p>
3. Guidelines	<p>Any professional or non-professional applicant for full-time or part-time employment, (with the exception of temporary workers, extracurricular positions, and substitutes) who is a relative of any school director, and/or any employee of the Reynolds School District, shall make this fact known upon application for employment. That information shall be placed on the public agenda. Hiring shall require six (6) affirmative Board votes. This policy shall take effect immediately when adopted by the Reynolds School Board, and shall not be retroactive in any manner.</p> <p>This policy does not relate to past school Board members or past employees.</p> <p>All applicants for employment with the Reynolds School District shall complete the attached NEPOTISM DECLARATION.</p>

REYNOLDS SCHOOL DISTRICT
531 Reynolds Road
Greenville, PA 16125

NEPOTISM PREVENTION DECLARATION

Reynolds School District’s Nepotism Policy pertains to the employment of persons by the Board of School Directors. All applicants are required to read the policy and answer the questions below.

1. I have read and I understand the Reynolds School District’s Nepotism Policy.

_____ Yes _____ No

2. I have a relative(s) who is either a school director or an employee of the Reynolds School District as defined in the Reynolds School District Nepotism Policy.

“Relative” means a father, mother, brother, sister, husband, wife, son, daughter, stepfather, stepmother, stepchild, grandchild, nephew, niece, first cousin, sister-in-law, brother-in-law, uncle, or aunt.

_____ Yes _____ No

3. If “YES,” to whom are you related?

(Name of Relative)

(Relationship to You)

I declare that my responses are true to the best of my knowledge.

(Signature)

(Date)