

# Tennessee School Boards Association

Monitoring: <b>Review: Annually, in September</b>	Descriptor Term:  <b>Nepotism</b>	Descriptor Code: <b>1.108</b>	Issued Date:
		Rescinds:	Issued:

1 Whenever a person is considered by the director of schools for initial employment in the system and  
2 that person is related to a member of the Board, the director of schools, an administrator in the system,  
3 a county commissioner, or any appointed or elected county official, the relationship shall be publicly  
4 made known to the Board prior to the employment of such person.<sup>1</sup>

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6 If a member of the Board has a relative who is an employee in the system, prior to voting on any matter  
7 of business that may have an effect upon the employment of the relative, the member shall declare such  
8 relationship. In making such a declaration, the member shall certify that his/her vote on the pending  
9 matter will be in the best interest of the school system.<sup>1</sup>

10  
11 No person shall supervise or be supervised by an employee if he/she is related to the employee.

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13 For purposes of this policy, the terms "related to" and "relative" include the following relationships:  
14 spouse, parent, parent-in-law, child, son-in-law, daughter-in-law, grandparent, grandchild, brother, sister,  
15 uncle, aunt, nephew, niece, or any person who resides in the same household.

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30 Legal Reference:

31 1. TCA 49-2-202(a)(3)

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30 Cross Reference:

31 Assignment/Transfer of Personnel 5.115