

MONONA GROVE SCHOOL DISTRICT

Board Policy 512

NEPOTISM

The Monona Grove School District shall not hire, transfer or promote an applicant or employee into a situation where the possibility of favoritism or conflicts of interest might exist. In order to promote sound management policies and procedures and to avoid actual or potential conflicts of interest, no close relative of an employee of the district shall be appointed to any position where, as a result, he/she would be directly supervising or receiving direct supervision from a close relative. This policy applies to administrative, professional, and support staff.

For the purpose of this policy, close relative shall be defined as spouse, parent, child, sibling, in-law, grandchild or grandparent. A person is considered to be in direct supervision if he/she shares in the authority, responsibility or power for decisions to appoint, dismiss, promote, demote, evaluate or recommend salary adjustments, or to participate in or recommend the appointment, dismissal, promotion, demotion or salary adjustment of an applicant or employee.

Any cases of potential conflict of interest as designated by this policy existing prior to September 13, 2000 or resulting from subsequent marriage, shall be reviewed regularly by the Superintendent or designee who shall make an effort to eliminate conflicting positions through reassignment and transfer.

Nothing in this policy shall be construed as disparaging or discouraging the appointment of close relatives for positions which are not designated by this policy as being in conflict or to reflect upon the integrity or good judgment of any person in the employ of the Monona Grove School District. Further, nothing in this policy shall be construed to otherwise limit the opportunity for promotion to any person employed by the Monona Grove School District.

LEGAL REFERENCE: Section 111.345 Wisconsin Statutes

BOARD APPROVAL: November 14, 2001