

**Nepotism**

The Board may employ a teacher or other employee if that teacher or other employee is the father, mother, brother, sister, wife, husband, son, daughter, son-in-law, daughter-in-law, sister-in-law, or brother-in-law of the Superintendent or any member of the Board. Such a relationship will not automatically disqualify a job applicant from employment with the school district.

However, the Board member shall declare his/her relationship with the job applicant and will refrain from debating, discussing, or voting on a nomination or other issue. The job applicant is expected to declare his/her relationship with the Board member as well.

To avoid nepotism in the supervision of personnel, the Board directs the following steps be followed when the relative of an administrator\* is under consideration for a position with the Keene School District:

- a. The administrator will inform the superintendent that a relative is a candidate.
- b. The administrator will not participate in the selection process.
- c. If the administrator will supervise and evaluate the position, the administrator will develop with the superintendent an evaluation process for the position prior to the nomination process.
- d. The superintendent will inform the Keene Board of Education that a nominee is a relative of the administrator responsible for supervising the nominee and will provide details of the supervisory plan for the nominee.

Existing relationships described as above shall be reviewed with the Board during the annual nomination process.

\*As defined in the KAPS Bargaining Agreement.

**Legal References:**

<sup>i</sup>*Marsh v. Hanover, 113 NH 667 (1973) and*

<sup>ii</sup>*Atherton v. Concord, 109 NH 164 (1968)*