



Book	BYLAWS AND POLICIES
Section	4000 CLASSIFIED STAFF
Title	NEPOTISM
Number	4120
Status	Active
Legal	IC 20-25-4-11; IC 35-44-1-3; IC 36-8-12-10.5; 20 U.S.C. 6319 & 7801
Adopted	November 17, 2020

1) BOARD MEMBER INVOLVEMENT IN THE APPLICANT SELECTION PROCESS

- a. Any member of the Board may recruit or solicit persons who may be qualified for employment with Edison School of the Arts, provide information to any individual or group concerning employment opportunities and qualifications for positions which are or may be available in Edison School of the Arts, encourage any individual or group of individuals to apply for employment with Edison School of the Arts, or encourage any current employee to apply for transfer or promotion to any other position which is or may be available in Edison School of the Arts.
- b. The provisions of this policy restricting Board member involvement in the employment process shall not apply where the staff position involved is one that organizationally reports directly to the Board such as the position of CEO, Executive Director.

2) NEPOTISM

- a. The Board will not employ in any full-time or part-time position, excluding seasonal employment, any person who is the father, mother, legal spouse, un-emancipated son or daughter, or any relative living in the same household with a Board member or the CEO, Executive Director, or is a dependent of a Board member or the CEO, Executive Director. This policy shall not apply to any

person within the relationship described above who was regularly employed by the Board prior to the inception of the relationship, the adoption of this policy, or the Board member elect.

- b. It is the policy of the Board that individuals shall not be appointed to any full-time, part-time, or temporary position that would create a supervisor/employee relationship within any one (1) facility or department between two (2) individuals who are related by blood, marriage, or law.