

NEPOTISM

It is the intent of this policy to ensure that employment practices comply with Maine's "prohibited appointments and employment" statute, 20-A §MRSA 2002 and to avoid favoritism and the appearance of favoritism in employment practices.

Definitions

For the purpose of this policy:

- "Immediate family" means spouse, brother, sister, parent, son, or daughter.
- "Administrative supervision" refers to the authority of a person in the position of principal or higher.

Employment

It shall be the policy of the CRCS Board not to employ as school unit staff any person who is a member of the immediate family of a Board member or of the Executive Director. Immediate family of Board members or the Executive Director who are employed by CRCS on the date of adoption of this policy are not affected by this paragraph.

By Maine law (20-A M.R.S.A. § 1002(2)), a Board member's spouse is precluded from employment under any circumstances within the jurisdiction of the Board to which the member is elected.

Supervision and Evaluation

No person shall be employed in or assigned to a position that is within the administrative supervision of a member of his/her immediate family, nor in a position in which the person is supervised or evaluated, in whole or in part, by a member of the immediate family.

Exceptions

In extraordinary circumstances, the Board may approve an exception to the prohibitions on the employment of immediate family so long as the candidate is qualified for the position to which the person has applied, the hiring is in the best interest of the school system and its students, and the candidate is not the spouse of a Board member.

Other exceptions may be allowed as permitted by 20-A MRSA §1002(2)(A), if the Board has adopted those in policy BCB-Conflict of Interest.

Volunteers

Under Maine law (20-A M.R.S.A. § 1002(2-B)), a board member's spouse may not serve as a volunteer when that volunteer has primary responsibility for a curricular, co-curricular, or

extracurricular program or activity and reports directly to the Executive Director or principal within the jurisdiction of the Board.

Other exceptions may be allowed as permitted by 20-A MRSA §1002(2)(B), if the Board has adopted those in policy BCB-Conflict of Interest.

Legal Reference: 20-A M.R.S.A. § 1002

Cross Reference: BCB - Board Member Conflict of Interest

Adopted: 8/29/2012

Revised: 9/11/2023