

West Allegheny School District

Nepotism Policy Acknowledgment

Nepotism: The West Allegheny Board of School Directors understands that school directors and district administrators are not to use their positions to benefit either themselves or any other individual or agency apart from the total interest of the school district. Furthermore, the Administration shall not recommend and the Board of School Directors shall not hire any person who is a relative or spouse of an administrator or school board member. Questions regarding this policy may be clarified during the interview. Please read the Nepotism Policy and sign the Nepotism Acknowledgement below.

Acknowledgement Regarding Nepotism

I, _____ do hereby acknowledge that I have reviewed the West Allegheny School District's Nepotism Policy and I understand the policy. I further acknowledge that any questions I may have had regarding the nepotism policy have been answered to my satisfaction. Listed below are any and all affiliations I have with any District employees or members of the Board of School Directors as defined in the West Allegheny School District's nepotism policy. I understand that West Allegheny School District will rely on the statements made below. In the event an employment offer is made by West Allegheny School District and it is subsequently determined during my employment with West Allegheny that the affiliations* listed below do not completely disclose all affiliations as required by the nepotism policy, West Allegheny School District may discharge me and I understand that my conduct shall constitute just cause for discharge.

*Are you related to any administrator or board member of the West Allegheny School District?

Affiliation shall also mean any relative defined as a parent, spouse, brother, sister, son, daughter, grandchild, grandparent, aunt, uncle, nephew, niece, first cousin, father-in-law, mother-in-law, sister-in-law, brother-in-law, son-in-law, daughter-in-law, stepfather, stepmother, stepdaughter, stepson, or anyone under the legal guardianship of an administrator or school director, or the spouse of an administrator or school director.

Affiliations: (Please list below.) If none - check ☐ **NONE-NOT APPLICABLE**

Signature _____ Date _____

West Allegheny School District

Nepotism Policy

The West Allegheny Board of School Directors recognizes that it represents all the citizens of the school district and has been entrusted by the public with the educational development of its children. The Board, as a body and as individuals, understands that school directors and district administrators are not to use their positions to benefit either themselves or any other individual or agency apart from the total interest of the school district. To promote the best interest of the entire district, it is necessary to avoid partiality and preferential hiring, promotion or compensation. The Board also recognizes that employees of the District coming under the supervision of, reporting to, or engaging in duties under the authority of a relative, may give rise to a perception of a conflict of public and personal interest. Because of this concern, the Board deems it appropriate to adopt a policy governing the employment duties of such persons.

To this end, the Board adopts the following policy regarding hiring of relatives:

A relative shall be defined as parent, spouse, brother, sister, son, daughter, grandchild, grandparent, aunt, uncle, nephew, niece, first cousin, father-in-law, mother-in-law, sister-in-law, brother-in-law, son-in-law, daughter-in-law, stepfather, stepmother, stepdaughter, stepson, or anyone under the legal guardianship of an administrator or school director, or the spouse of an administrator or school director.

The administration shall not recommend and the Board of Directors shall not hire any person who is a relative of an administrator, a school director or the spouse of an administrator or school director of the West Allegheny School District.

An inquiry of relationship will be included with each application of employment. If a person is hired contrary to this policy, and the relationship becomes known, the person shall be dismissed from his/her position immediately.

Excluded from these provisions are those who hold a yearly renewable position and acquired that position before the appointment or election of the related administrator or board member.

A relative may serve as an unpaid volunteer for the school district.

No two (2) employees from any one (1) family may be employed at the same school. For the purposes of this policy, **from one (1) family** is interpreted to mean employees living in the same household and/or siblings, children, spouse, parents, or in-laws of the employee.

No portion of this policy shall be construed to violate and laws of the Commonwealth or Federal government or the collective bargaining agreements, between the West Allegheny School Board and the district employees.

This policy shall take effect immediately and shall not be applied retroactively to any present employee.