

NEPOTISM

This school district will not consider for employment or put under contract any relative of a board member who is related within the second degree by affinity or consanguinity to the board member. Such relatives include the following persons:

Board Member's:

spouse
child
child's spouse (son-in-law, daughter-in-law)
parent
parent's spouse (stepmother, stepfather)
grandchild
grandchild's spouse (grandson-in-law, granddaughter-in-law)
grandparent
grandparent's spouse (step-grandmother, step-grandfather)
brother (half-brother)
brother's spouse/half-brother's spouse (sister-in-law)
sister (half-sister)
sister's spouse/half-sister's spouse (brother-in-law)

Spouse's:

child (adopted)
parents (mother-in-law, father-in-law)
grandchild (step-grandson, step-granddaughter)
grandparents (grandmother-in-law, grandfather-in-law)
brother/step-brother (brother-in-law)
sister/step-sister (sister-in-law)

These prohibitions do not apply to employment of substitute teachers or substitute support employees, provided the district's average daily membership (ADM) is less than 5,000.

The following relatives of a board member may be employed by the school district:

Aunt/Uncle (third degree)
Niece/Nephew (third degree)
Great-grandparent (third degree)
Great-grandchild (third degree)
Cousin (fourth degree)

Further, no employee shall be in an evaluative or supervisory position over a member of his or her immediate family.

REFERENCE: 70 O.S. §5-113, 5-113.1