

# Lakeland Board of Education

Monitoring:  <b>Review: Annually, in September</b>	Descriptor Term:  <b>Nepotism</b>	Descriptor Code: <b>1.108</b>	Issued Date: <b>05/12/14</b>
		Rescinds:	Issued:

1 Whenever a person is considered by the superintendent for initial employment in the system and that  
 2 person is related to a member of the Board, the superintendent, an administrator in the system, a Lakeland  
 3 commissioner, or any appointed or elected city of Lakeland official, the relationship shall be **publicly**  
 4 made known to the Board prior to the employment of such person. **Substitute teachers and short term**  
 5 **employees shall be exempt from this requirement.**<sup>1</sup>

6 If a member of the Board has a relative who is an employee in the system, prior to voting on any matter  
 7 of business that may have an effect upon the employment of the relative, the member shall declare such  
 8 relationship. In making such a declaration, the member shall certify that his/her vote on the pending  
 9 matter will be in the best interest of the school system.<sup>1</sup>

10 No person shall directly supervise or be supervised by an employee if he/she is related to the employee.  
 11 For the purposes of this policy, having “direct supervision” involves being in the position to conduct  
 12 the formal evaluation of another employee.

13 For purposes of this policy, the terms “related to” and "relative" include the following relationships:  
 14 spouse, parent, parent-in-law, child, son-in-law, daughter-in-law, grandparent, grandchild, brother,  
 15 sister, uncle, aunt, nephew, niece, or any person who resides in the same household.

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Legal References

1. TCA 49-2-202

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Cross References

Assignment/Transfer of Personnel 5.115