Code: BCC
Adopted 5/2/16

Hermon School Department

Nepotism

Employment

It shall be the policy of the Hermon School Department not to employ as Hermon School Department staff any person who is a member of the immediate family of a Hermon School Committee member or of the superintendent. Immediate family of School Committee members or the superintendent who are employed by the Hermon School Department 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 School Committee member's spouse is precluded from employment under any circumstances in any public school within the jurisdiction of the School Committee 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 he/she is supervised or evaluated, in whole or in part, by a member of his/her immediate family.

Exceptions

In extraordinary circumstances, the School Committee 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 he/she has applied, the hiring is in the best interest of the School Department and its students, and the candidate is not the spouse of a School Committee member or superintendent.

Volunteers

Under Maine law (20-A M.R.S.A. § 1002 (2-A), a School Committee member or a School Committee 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 superintendent, principal, athletic director or other school administrator within the jurisdiction of the School Committee.

For the purposes of this policy:

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

Legal Reference: 20-A M.R.S.A. § 1002

Cross Reference: BCB – School Committee Member Conflict of Interest