

NEPOTISM EMPLOYMENT RELATIONSHIPS

- A. The School Board shall not employ or pay any teacher or other School Board employee from the public funds, federal, state or local, and the Superintendent shall not recommend to the School Board the employment of any teacher or other employee, if the teacher or other employee is the father, mother, brother, sister, spouse, son, daughter, son-in-law, daughter-in-law, sister-in-law or brother-in-law of the Superintendent, or of any member of the School Board.

- B. This policy shall apply to any person employed by the School Board in the operation of the Albemarle County Public Schools, adult education programs or any other program maintained and operated by the School Board.

- C. This policy shall not be construed to prohibit the employment, promotion, or transfer within the Albemarle County Public Schools of any person within such a relationship who:
 - 1. Has been employed pursuant to a written contract with the School Board or employed as a substitute teacher or teacher's aide by the School Board prior to the taking of office of any member of the Board or Superintendent; or
 - 2. Has been employed pursuant to a written contract with the School Board or employed as a substitute teacher or teacher's aide by the School Board prior to the inception of such relationship; or who
 - 3. Was employed by the School Board at any time prior to June 10, 1994, and who had been employed at any time as a teacher or other employee of any Virginia School Board prior to the taking of office of any member of the School Board or Superintendent.

- D. A person employed as a substitute teacher may not be employed to any greater extent than he was employed by the School Board in the last full school year prior to the taking of office of such School Board member or Superintendent or to the inception of such relationship. The exceptions in subdivisions 1, 2, and 3 of subsection C of this policy shall apply only if the prior employment has been in the Albemarle County Public Schools.

- E. If any member of the School Board or any Superintendent knowingly violates these provisions, he/[she](#) shall be personally liable to refund to the local treasury any amounts paid in violation of this law, and the funds shall be recovered from the individual by action or suit in the name of the Commonwealth on the petition of the attorney for the Commonwealth. Recovered funds shall be paid into the local treasury for the use of the public schools.

- F. [With other supervisory staff, the following regulations shall apply. Noncompliance with](#)

the following regulations shall not be deemed a violation of the State and Local Government Conflicts of Interest Act:

1. A supervisor shall not recommend to the Superintendent the employment of any individual whom he/she would supervise directly or indirectly, through the line of supervision, if that individual is a spouse, father, mother, brother, sister, son, daughter, mother-in-law, father-in-law, son-in-law, daughter-in-law, sister-in-law or brother-in-law.
2. In addition, a supervisor shall not be the direct supervisor or the indirect supervisor, through the line of supervision, of any employee if that employee is a spouse, father, mother, brother, sister, son, daughter, mother-in-law, father-in-law, son-in-law, daughter-in-law, sister-in-law or brother-in-law. In instances where a transfer of a supervisory employee would create a conflict with this policy, the Superintendent will make a decision regarding the transfer of one employee in the best interest of the Division.

Adopted: July 1, 1993
 Amended: December 8, 1997
 Reviewed: August 9, 2007

Legal Ref.: Code of Virginia, 1950, as amended, ~~Section~~ §2.2-3119

Cross Ref.: BBFA, *School Board Members* ~~s~~ *Conflict of Interest*

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