

NEPOTISM

Board of Directors and Superintendent

It shall be the policy of the board not to **hire** personnel to the staff of the school unit when the candidate may be the next-of-kin (spouse, parent, sibling, child) of a member of the board or of the superintendent.

Administrators and Staff

No person shall be employed in a position which is within the jurisdiction of an administrative officer who is a member of the immediate family of such person, nor shall any person be employed in a position where a member of the immediate family is responsible, in whole or in part, for the supervision and/or evaluation of the employee. Whenever a member of the immediate family of any employee is hired, the board shall be notified of the relationship. The board may approve an exception to this policy where the board determines that granting of such exception is in the best interest of the school system.

For the purpose of this section, the following definitions shall apply:

- A. "Administrative Officer" shall mean any person who holds a supervisory position of assistant principal or higher rank; any position listed in the Administrators Bargaining Unit.

"Member of immediate family" shall mean spouse, sibling, parent, child, or, significant other - which means any person residing in the household of the RSU 9 Administrator or Director in a relationship with that official comparable to the relationship which would exist with a person included under paragraphs (1) through (4) of this definition.

Volunteers

Under Maine law (20-A MRSA § 1002(2-A)), a board member or a board 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, activities director, or other school administrator within the jurisdiction of the Board.

Legal Reference: TITLE 20-A MRSA SEC. 1002

Adopted: September 13, 1994

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