

EMPLOYMENT OF RELATIVES

Section I:

Members of an immediate family shall not be employed to work under the direct supervision of an immediate family member. The immediate family shall be defined as being parent, spouse, child, brother, sister, grandparent, son-in-law, daughter-in-law, father-in-law, mother-in-law, aunt, uncle, niece, or nephew but not restricted to this listing.

Section II:

Members of an immediate family shall not be employed to work under the same immediate supervisor. Bus drivers, lunchroom workers, site care workers, substitutes, and limited service personnel shall be excluded.

Section III:

Personnel already employed shall not be terminated as a result of this policy, but one of the related parties shall be reassigned. If a member files a complaint regarding an employment matter, the supervising family member will recuse himself or herself from any involvement in the matter, and the complaint will be heard by the next supervisor in the chain of command.

Section IV:

This policy shall not prevent the employment of any member of an employee's family provided assignment can be made in accordance with these provisions. This policy applies to all personnel, certified and classified.

Section V:

The superintendent or his designee, with the approval of the Board, is authorized to make exceptions to this policy when the district is undergoing reduction in funds; reduction of administrators; loss of federal funds, grants, or other resources; and at other times deemed necessary and appropriate. The exception shall be reviewed annually by the Superintendent and Board and will be valid until other arrangements can be made.

SOURCE: Jackson Public School District, Jackson, Mississippi
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