

SPRINGFIELD PUBLIC SCHOOLS
Springfield New Jersey 07081

POLICY: NEPOTISM

Persons who are *relatives* (*spouse, civil union partner, domestic partner, parent, child, brother, sister, aunt, uncle, niece, nephew, grandparent, grandchild, son-in-law, daughter-in-law, stepparent, stepchild, stepbrother, stepsister, and half brother or half sister*) of a school official (Board member or administrator) may *not* be employed in this school district.

When a *relative* of a school official is a *previously hired* member of the bargaining unit, that school official shall not discuss or vote on the proposed collective bargaining agreement with that unit, nor participate in any way in negotiations or as a member of the negotiating team. Nor shall that Board member be present with the Board in closed session when negotiation strategies are being discussed.

When a school official or *relative* is a member of the same statewide union, that school official shall not participate in any way in negotiations, prior to the Board's attaining a tentative memorandum of agreement with the bargaining unit. Once the tentative memorandum of agreement is established, a school official with an out-of-district same statewide union affiliation may fully participate in the process, absent other conflicts. Prior to that time, the school official shall not be a member of the negotiating team and shall not be present with the Board in closed session when negotiation strategies are being discussed. The Board member may vote on the collective bargaining agreement.

A Board member should not vote on any action (contract of employment or purchase) of the Board which will directly affect a *relative*.

Per diem employees such as substitutes or student employees are exempt from this policy.

N.J.S.A. 18A:11-1 General mandatory powers and duties
N.J.S.A. 18A:12-2 Inconsistent interests or office prohibited
N.J.S.A. 18A:12-21 et seq. School Ethics Act
N.J.S.A. 18A:16-1 Officers and employees in general
N.J.A.C. 6:2-1.1 et seq. Appeals
N.J.A.C. 6:3-9.1 et seq. School Ethics Commission

In re Bayless, 1974 S.L.D. 603, State Board rev'g 1974 S.L.D. 595

Smiecinski v. Hanover Bd. of Ed., 1975 S.L.D. 478

Scola v. Ringwood Bd. of Ed., 1978 S.L.D. 413

Salerno v. Old Bridge Board of Ed., 1984 S.L.D. (April 28)

Larsen v. Woodbridge Board of Ed., 1985 S.L.D. (March 18)

Scannella v. Scudillo, School Ethics Decision, Complaint No. C-14-93, (February 3, 1994)

School Ethics Commission, Advisory Opinion, A01-93

School Ethics Commission, Advisory Opinion, A10-93

School Ethics Commission, Advisory Opinion, A021-93

School Ethics Commission, Advisory Opinion, A07-94

School Ethics Commission, Advisory Opinion, A33-95

Cross References:

4111 Recruitment, selection and hiring

4119.21 Conflict of interest

9270 Conflict of interest

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