

EMPLOYMENT OF FAMILY MEMBERS

The Regional School Board may not employ or pay and the director may not recommend for employment, any family member of the director or of a Regional School Board member. This prohibition does not apply to the employment, promotion, or transfer within the school of any family member who

- has been employed pursuant to a written contract with the Regional School Board or employed as a substitute teacher by the Regional School Board prior to the taking of office of the director or any Regional School Board member, or
- has been employed pursuant to a written contract with the Regional School Board or employed as a substitute teacher by the Regional School Board prior to the inception of the family relationship, or
- was employed by the Regional School Board at any time prior to June 10, 1994, and 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 Regional School Board or director of the school.

A family member employed as a substitute teacher may not be employed to any greater extent than he/she was employed by the Regional School Board in the last full school year prior to the taking of office of such regional board member or director or to the inception of such relationship.

No family member of any employee may be employed by the Regional School Board if the family member is to be employed in a direct supervisory and/or administrative relationship either supervisory or subordinate to the employee. The employment and assignment of family members in the same organizational unit is discouraged.

Family members are defined as father, mother, brother, sister, spouse, son, daughter, son-in-law, daughter-in-law, sister-in-law or brother-in-law.

Adopted: June 18, 2015

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

Cross Ref.: Pol 1001 Conflict of Interests and Disclosure of Economic Interests
TBD Professional Staff Assignments and Transfers