

EMPLOYMENT OF FAMILY MEMBERS

- A) The Regional School Board may not employ or pay and the executive director may not recommend for employment, any family member of the executive director or of a Regional School Board member except as authorized in Subsection B below. 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 executive 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 executive director of the school.

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

- B) Notwithstanding the rules stated in Section A above, the Regional School Board may employ or pay, and the executive director may recommend for employment, any family member of a Regional School Board member provided that
- the member certifies that they had no involvement with the hiring decision; and
 - the executive director certifies to the remaining members of the Regional School Board in writing that the recommendation is based upon merit and fitness and the competitive rating of the qualifications of the individual and that no member of the Board had any involvement with the hiring decision.
- C) Notwithstanding the rules stated in Section A above, the Regional School Board may employ or pay any family member of the executive director provided that
- the executive director certifies that they had no involvement with the hiring decision; and
 - the assistant or associate director certifies to the members of the Regional School Board in writing that the recommendation is based upon merit and fitness and the competitive rating of the qualifications of the individual and that the executive director had no involvement with the hiring decision.

- D) 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.
- E) 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.

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Pol 5002 School Employee Conflict of Interests