

**Employment of Immediate Family Member**

1. A member of the Board of Education or an administrator or other employee with supervisory responsibilities may employ or recommend or supervise the employment of an immediate family member if:
  - (a) He or she does not abuse his or her official positions as such “abuse” is defined in paragraph 5 below.
  - (b) He or she makes a full disclosure on the record to the Board of Education and a written disclosure to the Superintendent and / or Secretary of the Board; and,
  - (c) The Board of Education approves the employment or supervisory position.
2. No immediate family member of a Board of Education or an administrator or other employee with supervisory responsibilities shall be employed by the School District:
  - (a) Without first having made a reasonable solicitation and consideration of applications for such employment.
  - (b) Who is not qualified for and able to perform the duties of the position.
  - (c) For any unreasonable high salary.
  - (d) Who is not required to perform the duties of the position.
3. Neither the Board of Education nor an administrator or other employee with supervisory responsibilities shall terminate the employment of another employee so as to make funds or a position available for the purpose of hiring an immediate family member.
4. This policy shall not apply to an immediate family member of a member of the Board of Education or an administrator or other employee with supervisory responsibilities who was previously employed in a position with the School District prior to election or appointment of the Board member or employee. Prior to or as soon as reasonably possible after the official date the Board member takes office or other employee with supervisory responsibilities shall make a full disclosure of any immediate family member employed in a position subject to this policy.

**Employment of Immediate Family Member**

5. Abuse of an official position includes, but is not limited to, employing an immediate family member:
  - (a) Who is not qualified for and able to perform the duties of the position.
  - (b) For any unreasonably high salary; or
  - (c) Who is not required to perform the duties of the position.
  
6. A member of the Board of Education may not be employed to teach in the School District. Nor shall a member of the Board of Education cast a vote in favor of the election of any employee when the Board member is related by blood or marriage to such employee.

Policy Adopted: 08/06/01

SCHOOL DISTRICT 145  
WAVERLY, NEBRASKA