

POLICY

2010

5155

Personnel

SUBJECT: ANTI-NEPOTISM

The efficient functioning and effective administration of the SWBOCES is a priority of the Board of Education. It is the policy of the Board to employ the best available candidates when vacancies occur. However, it is the intention of the Board to prevent personal relationships from influencing the professional activities of the SWBOCES staff. Therefore, the Board hereby adopts the following policy:

To the extent permitted by law, the Board of Education will not hire a relative or family member of any officer, employee or Board member of the SWBOCES. All applications for employment will require disclosure of any and all relatives or family members employed by SWBOCES. A relative or family member is defined to include, but is not limited to, the grandparent, spouse, parent, mother-in-law, father-in-law, child, stepchild, ward, daughter-in-law, son-in-law, grandchild, sibling, sister-in-law, brother-in-law or any other relative living in the officer or employee's immediate household. Under exceptional circumstances, where such action is in the best interest of the SWBOCES, this policy may be waived only upon the recommendation of the District Superintendent. This policy shall take effect immediately.

***Contact Human Resource Office for application form

Education Law Section 3016
General Municipal Law Sections 800-809

Adopted: 6/23/10