

REVISÉD:

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	<p>of supplemental contracts.</p> <p>C. The term <i>Administrator</i> is defined as any employee of the School District, who is charged with evaluating and/or supervising any other School District employee, regardless of whether the Administrator is a professional or nonprofessional employee. The term Administrator does not include coaches or other holders of supplemental contracts.</p> <p>D. The phrase <i>significant employment decision</i> means a recommendation concerning evaluation, favorable recommendation, reprimand, discipline, compensation, hiring, promotion, demotion, suspension or furlough by an Administrator.</p>
3. Guidelines	<p>The School District will not assign or reassign an Administrator to a position within the School District when such assignment or reassignment would require the Administrator to supervise or make a significant employment decision for an employee who is a relative of the Administrator.</p> <p>The School District will not assign or reassign an employee to be supervised or evaluated by an Administrator if such person is a relative of the Administrator.</p> <p>No Administrator shall be involved in the hiring process of a relative. The Administrator has an affirmative duty to reveal any such family relationship should it arise.</p>
4. Duty to Report	<p>Employees and Administrators are to inform the District's Superintendent or designee, in writing, should a change in their marital or family status place them in</p>

<p>5. Exclusions</p>	<p>conflict with this policy. If the conflicting family relationship arises due to a change in the marital or family status of the Superintendent's designee, the designee shall immediately report same to the Superintendent in writing. If the conflicting family relationship arises due to a change in the marital or family status of the Superintendent, the Superintendent shall immediately report same to the School Board President in writing.</p> <p><u>EXCLUSIONS</u></p> <p>A. Nothing in this policy shall affect the current assignment of any person presently employed by the School District, including an Administrator. In the event that a reassignment of a current employee or Administrator, or a current employee becomes an Administrator's relative, the School District shall endeavor to effectuate a reassignment which will ensure compliance with this policy. If no such accommodation is feasible due to Collective Bargaining Agreements or is not in the best interest of the School District, then all significant employment decisions shall be accomplished by another Administrator who is not related to the employee.</p> <p>B. The School Board recognizes that from time to time there could be a shortage of qualified applicants or internal transferees for an administrative or teaching position due to required certification(s) or other reasons. In such event the School Board may waive this policy on a case-by-case basis for a specified job vacancy.</p>
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	<p>C. This Policy shall not be interpreted as precluding an Administrator from testifying or being a witness in regard to any judicial, legal, grievance or arbitration proceeding, even if the proceeding involves a relative.</p>
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