

# Murfreesboro City School Board

Monitoring:  <b>Review: Annually, in September</b>	Descriptor Term:  <h2 style="margin: 0;">Nepotism</h2>	Descriptor Code: <b>1.108</b>	Issued Date: <b>10/23/18</b>
		Rescinds: <b>PER 42</b>	Issued:

1 The Director of Schools has sole authority to make hiring decisions. This policy does not alter or modify  
2 that authority.

3 **Principals, assistant principals, or other supervisors are prohibited from having an immediate family**  
4 **member working under their direct supervision. Employees whose job duties involve procurement of,**  
5 **or accounting of, goods and services shall not be under the supervision of or work in the same department**  
6 **or school as an immediate family member. Exceptions must be approved by the Director of Schools and**  
7 **the Board Chair pending final approval by the Board of Education at the next regularly scheduled board**  
8 **meeting.**

9 Whenever a person is considered by the director of schools for initial employment in the system and that  
10 person is related to a member of the Board, the director of schools, an administrator in the system, a  
11 county commissioner, or any appointed or elected county official, the relationship shall be made known  
12 to the Board prior to the employment of such person.<sup>1</sup>

13 If a member of the Board has a relative who is an employee in the system, prior to voting on any matter  
14 of business that may have an effect upon the employment of the relative, the member shall declare such  
15 relationship. In making such a declaration, the member shall certify that his/her vote on the pending  
16 matter will be in the best interest of the school system.<sup>1</sup>

17 **No person shall directly supervise or be supervised by an employee if he/she is related to the employee.**  
18 **~~Two members of the same family may be employed by the system. However, no person shall directly or~~**  
19 **~~indirectly supervise or be supervised by an employee if they are related to the employee as defined~~**  
20 **~~below.~~**

21 For purposes of this policy, the terms “related to, relative, and immediate family member” include the  
22 following relationships: spouse, parent, parent-in-law, child, son-in-law, daughter-in-law, grandparent,  
23 grandchild, brother, sister, uncle, aunt, nephew, niece, or any person who resides in the same household.<sup>2</sup>

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Legal References

1. TCA 49-2-202(a)(3)
2. TCA 49-2-202(a)(3)(B)

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Cross References

Assignment/Transfer of Personnel 5.115