

NEPOTISM

Employment

It shall be the policy of the RSU 56 Board not to employ as school unit staff any person who is a member of the immediate family of a Board member or of the Superintendent.

By Maine Law (20-A M.R.S.A. § 1002(2)), a Board member's spouse is precluded from employment under any circumstances in any public school within the jurisdiction of the Board to which the member is elected.

Supervision and Evaluation

No person shall be employed in or assigned to a position that is within the administrative supervision of a member of his/her immediate family, nor in a position in which he/she is supervised or evaluated, in whole or in part, by a member of his/her immediate family.

Exception

The Board may approve an exception to this policy so long as the candidate is qualified for the position to which he/she applied, the hiring is in the best interest of the school system and its students, and the candidate is not the spouse of a Board member.

Volunteering

Under Maine law (20-A M.R.S.A. § 1002(2)) a Board member, or spouse of a Board member, may not serve as a volunteer when that volunteer has primary responsibility for a curricular, co-curricular or extracurricular program or activity and reports directly to the superintendent, principal, athletic director or other school administrator in a public school within the jurisdiction of the Board.

Definitions

For the purpose of this policy:

- A. "Immediate family" means spouse, brother, sister, parent, (step)son or (step)daughter.
"Administrative supervision" refers to the authority of a person in the position of athletic director or higher.

- B. "Employee" means a person who receives monetary payment or benefits, for personal services performed for the school administrative unit.

- C. “Stipend employee” means a person who receives limited monetary payment or benefits, through a series of payments or in a lump sum, for personal services performed in an advisory, mentoring or coaching capacity for a school administrative district.

- D. “Volunteer” means a person who performs personal services for a school administrative unit without monetary payments or benefits of any kind or amount.

Legal Reference: 20-A M.R.S.A. § 1002

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