

NEPOTISM

It is the intent of this policy to ensure that employment practices comply with Maine's "prohibited appointments and employment" statute, 20-A MRSA § 1022 and to avoid favoritism and the appearance of favoritism in employment practices.

Employment

It shall be the policy of the MSAD 11 Board not to employ personnel to the staff of the school district when the candidate is a member of the immediate family of a Board member or of the Superintendent. Immediate family, except spouses, employed by the school district as of the original date of policy adoption, will be excluded from this policy.

By Maine law (20-A MRSA § 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.

Whenever a member of the immediate family of any employee is employed, the MSAD 11 Board shall be notified of the relationship.

Supervision and Evaluation

No person shall be employed in, or assigned to, a position that is within the jurisdiction of an administrative officer who is a member of the immediate family of such person, nor shall any person be employed in a position where a member of the immediate family is responsible, in whole or in part, for the supervision and/or evaluation of the employee.

Volunteers

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

Definitions

For the purpose of this policy:

- A. "Employee" means a person who receives monetary payments or benefits, no matter the amount paid or hours worked, for personal services performed for the District. This does not include non-stipended, temporary, and/or seasonal employees.
- B. "Administrators and Supervisors" includes the Principal, Assistant Principals, Director of Curriculum and Instruction, Director and Assistant Director of Special Services, Athletic Director, Director of Adult and Community Education,

Business Manager, Director of Child Nutrition, Director of Facilities, and
Director of Transportation.

- C. “Immediate Family” includes spouse, brother, sister, parent, son, daughter,
grandparents, step relationships, in-law relationships, and domestic partner.

Legal Reference: 20-A MRSA § 1002

Adopted: October 1, 1992

Revised: April 2, 1998; June 15, 2006; December 4, 2014; March 5, 2020; November 7,
2024