

NEPOTISM		File: BCC
Section: B School Board Governance & Operations	Adopted: 4/10/97	Last Revised: 03/04/2021

Employment

It shall be the policy of the Maine Educational Center for the Deaf and the Hard of Hearing and the Governor Baxter School for the Deaf School 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 Executive Director. Immediate family of Board members or the Executive Director who are employed by the school unit on the date of adoption of this policy are not affected by this paragraph.

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 their immediate family nor in a position in which they are supervised or evaluated, in whole or in part, by a member of their immediate family.

Volunteers

Under Maine law (20-A M.R.S.A. § 1002(2-A)), a board member’s spouse 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 Executive Director, or a director or coordinator within the jurisdiction of the Board.

Waiver

The School Board has the authority to grant a waiver to this policy for a period of no more than six months if the Board determines that compliance with this policy will significantly disrupt programming or student services.

Definitions

For the purpose of this policy:

- A. “Immediate family” means spouse, domestic partner, brother, sister, parent, son, or daughter.
- B. “Administrative supervision” refers to the authority of a person in the position of principal or higher.

Legal Reference: 20-A M.R.S.A. § 1002
 Cross Reference: BC - Board Member Conflict of Interest
 Amended and Adopted: 1/29/2014