

NEPOTISM

Employment

It shall be the policy of the Westbrook School Committee not to employ as school department staff any person who is a member of the immediate family of a School Committee member or the Superintendent.

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

Exceptions

In extraordinary circumstances, the School Committee may approve an exception to the prohibitions on the employment of immediate family so long as the candidate is qualified for the position to which he/she has applied, the hiring is in the best interest of the school system and its students, and the candidate is not the spouse of a School Committee member.

Whenever a member of the immediate family is hired, the School Committee shall be notified of the relationship.

Volunteers

Under Maine law (20-A M.R.S.A. § 1002(2-A)), a School Committee 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 superintendent, principal, athletic director, or other school administrator within the jurisdiction of the School Committee.

Definitions

For the purpose of this policy

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

Legal Reference: 20-A MRSA s 1002
Adopted: September 12, 1961
Revised: 9/23/68; 2/27/89; 10/21/91; 3/13/96; 7/22/98, 12/12/07

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