CONFLICT OF INTEREST – NEPOTISM

A. The Ingham Intermediate School District shall not employ or contract with any family member of the Board of Education or Superintendent. The district will not employ as a member of the staff or contract with any family member of an administrator or supervisor if the family member would be in a subordinate position reporting to that administrator or supervisor.

B. Staff is defined as either certificated or classified staff.

C. Family member is defined, for purposes of this policy only, as a spouse, domestic partner, parent, child or spouse of a child, brother, sister or spouse of a brother or sister.

D. Administrators are defined as those employees who are members of the administrative staff.

E. This policy shall not be construed to necessitate the resignation of any employee in the following situations:

1. A family member of the employee is elected to the Board.

2. Where the employee has been continuously employed since before the adoption of this policy.

3. At the time of employment the employee is not a family member of a Board member or an administrator, but subsequent to the date of employment attains such status by reason of marriage or adoption.

4. To employees of programs operated by local school districts where the program is transferred to the jurisdiction of the IISD. This exception applies only to persons employed at the time the program is transferred, not to people seeking employment in the program after the transfer has been completed.
5. When a member of a Board member's or administrator's family, who is a student, is placed with the IISD in a co-operative education or other work training program, the primary purpose of which is to provide an educational opportunity rather than employment; and which will not lead to regular employment by the district.

6. To temporary staff members.