

KETCHIKAN GATEWAY BOROUGH SCHOOL DISTRICT BOARD OF EDUCATION  
AGENDA STATEMENT

No. 8 b

MEETING OF June 8, 2022

REVIEWED BY:

ITEM TITLE:

**PUBLIC HEARING - POLICY**

Approval of revisions to Board Policy 4112.8 -  
"Employment of Relatives and Others"

Policy Committee

SUBMITTED BY: Melissa Brooks-Johnson, Interim Superintendent

APPROVED FOR SUBMITTAL:

Melissa Brooks-Johnson, Interim Superintendent

SUMMARY STATEMENT:

Administration and the Policy committee are recommending revisions to Board Policy 4112.8 -  
Employment of Relatives and Others.

ISSUE/BACKGROUND:

Board Bylaw 9300 states that "The formulation and adoption of written Board policies shall constitute the basic method by which the Board shall govern the school district." Board Policy 0500 and Board Bylaw 9311 both address the ongoing review of district policies and programs by the School Board.

Administration has provided recommendations for revisions to this policy, which have been reviewed by the Policy Committee. The recommendation of the policy committee is to combine the existing KGBSD 4112.8 policy and the recommendations from the 4112.8 AASB policy.

ATTACHMENTS:

- Board Policy 4112.8 with proposed revisions indicated

RECOMMENDED ACTION:

"I move that the Board of Education approve Board Policy 4112.8 - Employment of Relatives and Others in first reading."

**EMPLOYMENT OF RELATIVES AND OTHERS**

In order to preclude situations which could bring about a conflict of interest **for members of the administrative staff**, and ~~problems with favoritism and employee morale~~, and to avoid incidents of sexual harassment and sexual harassment claims, an employee shall not be appointed to ~~serve in~~ a position where a member of **his/her** ~~the employee's~~ immediate family or a person in a dating relationship with the employee maintains supervisory or evaluation responsibilities for the position. **Immediate family members or romantic/sexual partners may be employed at the same department or work location with the approval of the Superintendent or designee.**

~~For purposes of this policy, immediate family member is defined as a spouse, parent, child or sibling. A dating relationship is defined as a relationship that involves a consensual romantic or sexual relationship. (Moved to end of policy)~~

It is the policy of the District that no supervisor shall be involved in a dating relationship with an employee for whom the supervisor has supervisory or evaluation responsibilities. This policy applies to all employees without regard to gender or to the sexual orientation of the individuals involved.

~~While all employees are expected to maintain professional relationships, those with supervisory responsibilities bear the responsibility of maintaining appropriate professional relationships with those they supervise, are in the best position to appreciate the effect of relationships prohibited by this policy on the District, and are in the best position to avoid such relationships.~~

If an immediate family member relationship or dating relationship is established after employment between employees who are in a supervisory situation described above, it is the responsibility and obligation of the supervisor involved in the relationship to immediately disclose the existence of the relationship to the Superintendent. ~~The Superintendent will inform the other individual of the disclosure and may take steps to verify that the relationship is mutually consensual.~~ Failure of the supervisor involved in the relationship to immediately disclose the relationship may result in disciplinary action up to and including termination of employment. ~~Except as provided below,~~ **After notification,** either or both individuals will be transferred to another available position or the supervisory and evaluation responsibilities will be reassigned as determined by the Superintendent to be in the best interest of the District.

BP 4112.8(b)  
4212.8  
4312.8

**EMPLOYMENT OF RELATIVES AND OTHERS** (continued)

~~Notwithstanding any other provision of this policy, should the relationship adversely affect job performance, disciplinary action may be taken against the supervising employee, up to and including termination of employment.~~

~~All openings, whether permanent or temporary, will be advertised.~~

**The School Board recognizes that factors such as remote locations and a lack of qualified job applicants may justify the employment of family members of the Superintendent or designee or School Board.**

An immediate family member of a School Board member may be employed by the District if he/she is the most qualified applicant, has been approved by the School Board, and such employment has received the written approval of the Commissioner of Education. An immediate family member of the Superintendent **or designee** may be employed by the District with written approval of the School Board. **(AS 14.14.140)**

~~Immediate family members may be employed at the same department or work location provided:~~

- ~~1. Their family member is not their immediate supervisor.~~
- ~~2. They are the most qualified candidate for the job.~~
- ~~3. They have been approved by the Superintendent and the Board.~~

\* For purposes of this policy, immediate family member is defined as a spouse, parent, child or sibling. A dating relationship is defined as a relationship that involves a consensual romantic or sexual relationship.

*(cf. 9270 - Conflict of Interest)*

*Legal Reference:*

ALASKA STATUTES

14.14.140 Restriction on employment

ALASKA ADMINISTRATIVE CODE

4 AAC 18.031 Employment of members of immediate families of School Board members

4 AAC 18.900 Definitions