

All Personnel

BP 4112.8(a)
4212.8
4312.8

EMPLOYMENT OF RELATIVES AND OTHERS

In order to preclude situations which could bring about a conflict of interest members of the administrative staff, and to avoid incidents of sexual harassment and sexual harassment claims, an employee shall not be appointed to a position where a member of his/her 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.

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.

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. 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.

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.

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.

BP 4112.8(b)
4212.8
4312.8

EMPLOYMENT OF RELATIVES AND OTHERS (continued)

An immediate family member of a Board member may be employed by the District if he/she is the most qualified applicant, has been approved by the 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 Board. (AS 14.14.140)

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

KETCHIKAN GATEWAY BOROUGH SCHOOL DISTRICT

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