No. 301
SECTION: Administrative Employees

CATASAUQUA AREA SCHOOL DISTRICT

TITLE: Employment Limitations (Nepotism)

ADOPTED: April 10, 1995
REVISED: April 8, 2002
REVISED: November 10, 2005
REVIEWED: November 10, 2005

#301 – Employment Limitations (Nepotism)

Purpose

1. The Catasauqua Area School District will not employ any individual on a full-time, permanent basis who is closely related to any administrator or school board director of the Catasauqua Area School District, and will not employ any individual as an administrator who is closely related to any full-time, permanent employee of the Catasauqua Area School District, except as provided below.

Authority
24PS 11-1111
65 PA CSA 1103

2. For the purpose of this policy, "closely related" shall be defined as including wife, husband, mother, father, son, daughter, grandmother, grandfather, grandson, granddaughter, aunt (including the spouse of a blood uncle), uncle (including the spouse of a blood aunt), mother-in-law, father-in-law, son-in-law, daughter-in-law, brother, sister, brother-in-law, or sister-in-law.

3. Administration may recommend the employment of a person otherwise restricted under paragraph 1 if that person is clearly the best qualified candidate, in the opinion of the Administration. The school board may authorize the hiring, if so recommended, and may continue to employ those employees who are closely related to person so hired.

4. A person hired under paragraph 3 must be supervised and evaluated by an administrator who is not closely related to said person, and may not supervise or evaluate an employee who is closely related to said person.

5. This policy shall not apply to any person who was a full-time, permanent employee of the Catasauqua Area School District on ---

    a. April 10, 1995, or
    b. the day before the marriage, election, or appointment which first caused said person to be closely related to an administrator, a school board director, or (if said person is an administrator) a full-time, permanent employee of the Catasauqua Area School District,

    and who has been so employed continuously since that time.