

EMPLOYMENT OF FAMILY MEMBERS

The School Board may not employ, and the Superintendent may not recommend for employment, any family member of the superintendent or of a School Board member. ~~, except as authorized below.~~

This prohibition shall not apply to the employment, promotion, or transfer within a school division of any family members who

- ~~has been~~was employed pursuant to a written contract with the School Board or employed as a substitute teacher or teacher's aide by the School Board prior to the taking of office of the Superintendent or School Board member or ~~who was so employed prior to the inception of family membership~~
- ~~has been employed pursuant to a written contract with the School Board or employed as a substitute teacher or teacher's aide by the School Board prior to the inception of the family relationship; or,~~
- ~~—~~was employed by a School Board at any time prior to June 10, 1994, and had been employed at any time as a teacher or other employee of any Virginia School Board prior to the taking of office of any member of such School Board or Division Superintendent of Schools.

Aa family member employed as a substitute teacher may not be employed to any greater extent than he/she was employed by the School Board in the last full school year prior to the taking of office of such School Board member or Division Superintendent or to the inception of such relationship.

No family member of any employee may be employed by the School Board if the family member is to be employed in a direct supervisory and/or administrative relationship either supervisory or subordinate to the employee. The employment and assignment of family members in the same organizational unit shall be discouraged.

Family members are defined as a father, mother, brother, sister, spouse, son, daughter, son-in-law, daughter-in-law, sister-in-law, ~~or~~ brother-in-law or step children.

Adopted: November 17, 1998

Amended: November 21, 2002

Amended:

Legal Ref.: Code of Virginia, 1950, as amended, section [2.2-3119](#).

Cross Ref: [BBFA School Board Members and Employees Conflict of Interest](#)
[GCI Licensed Staff Assignments and Transfers](#)