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| Book         | POLICY MANUAL               |
| Section      | 100 SCHOOL BOARD OPERATIONS |
| Title        | Nepotism (School Board)     |
| Code         | 165.2                       |
| Status       | Active                      |
| Adopted      | March 18, 2024              |
| Last Revised | August 26, 2024             |

The organization, management and control of West Bend Joint School District No. 1 is vested in its School Board. Accordingly, in order to assist the School Board in best and fully discharging its duties, as well as to help avoid favoritism or its appearance, School Board members may not make any decision directly impacting an immediate family member's employment status including hiring, retention, promotion, evaluation or compensation determination, or improperly try to influence others to extend special preferences or privileges to such family member.

For the purposes of this policy, an immediate family member is defined as:

- (a) an individual's spouse; and
- (b) an individual's relative by marriage, lineal descent, or adoption who receives, directly or indirectly, more than one-half of his or her support from the individual or from whom the individual receives, directly or indirectly, more than one-half of his/her support.

Lineal descendants include the direct descendants of a person, such as children and grandchildren, either biological or adopted.

In order to help ensure that only the most qualified applicants for School District positions of employment are considered, all applicants for School District employment shall be selected without regard to an immediate family member relationship which they may have with a current employee or School Board member of the School District. Also, as early in the hiring process as possible, and to the degree such disclosure is permitted under the law, each applicant will be required to formally disclose whether or not he/she has an immediate family member employed by the District or has an immediate family member serving as a member of the District's Board of Education.

This policy shall be subject to and superseded by any and all applicable federal and state laws and regulations.

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| Legal | Wis. Stat. § 19.42. |
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