DODGELAND SCHOOL DISTRICT
Board Policy Manual

522.41

CONFLICTS OF INTEREST (Anti-Nepotism)

In order to promote sound management practices and prevent actual or potential conflicts of interest, the District shall not hire, transfer or promote applicants or employees into a position having a conflicting interest with a position held by a close relative or member of the same household.

Conflicting interest is defined as having direct supervisory responsibilities that involve making, participating in, or recommending employment status and compensation decisions including, but not limited to, hiring, transfer, promotion, dismissal, discipline, evaluation, grievance resolution or salary placement/adjustment.

For the purpose of this policy, close relatives shall be defined as spouse, parent, stepparent, child, sibling, grandchild, grandparent, niece/nephew, first cousin, or in-law of a child or sibling. A member of the same household includes any person living with an applicant or employee regardless of the degree of relationship.

Board members are not considered to have direct supervisory responsibility except in situations when they are called upon to act specifically on matters of employment status or compensation for an individual applicant or employee. In these cases, board members shall avoid conflicts of interest by abstaining from the actions when a close relative or member of the same household is involved.

Exceptions may be made when there is a potential conflicting interest for periodic employment. This includes positions such as a short-term substitute teacher and extracurricular activities advisor. Any exceptions must be reviewed and receive prior approval by the District Administrator.

Nothing in this policy shall be construed as discouraging the employment of close relatives or household members for positions which are not designated by this policy as potential conflicts of interest. Except as restricted by this policy, each recommendation for employment shall be based upon the best qualified applicant for the position to be filled. Nothing in this policy shall be construed to otherwise limit the opportunity for promotion of any person employed by the District.

LEGAL REF.:	Sections	19.59	Wisconsin Statutes
		111.32(12)	
		111.345	
		946.10	
		946.12	
		946.13	

CROSS REF.: 165, Code of Ethics for School Board Members
221, Recruitment and Appointment of Administrators
511, Equal Opportunity Employment
533, Professional Staff Recruitment and Hiring
543, Support Staff Recruitment and Hiring

Approved (WASB): February 27, 2012