

PERSONNEL
NEPOTISM

Definition:

Family member shall include the grandparent, parent, spouse, civil union partner, domestic partner, child, grandchild, sibling, or in-laws whether by blood or marriage.

A family member of an existing NJSBA staff member may be employed provided no favoritism or preference is given in the hiring decision. However, the Association has determined that supervisor/subordinate relationships within the same department are not permitted as one family member would have a direct financial interest in the salary, evaluation, and continued employment of the other. Accordingly, a family member shall not hire, supervise or otherwise manage another family member.

An employee shall notify the Director, Human Resources within five (5) business days of any change in his/her relationships that affect the provisions of this policy.

Any specific conflict of interest situations shall be governed by the provisions of GO/4118.13 and GO/4134

Authority: BD/9/08

See Also: GO/4118.13
GO/4134