

EMPLOYMENT OF FAMILY MEMBERS

- A. The Charlottesville City School Board may not employ or pay, and the Superintendent may not recommend for employment, any family member of the Superintendent or of a School Board member.

This prohibition shall not apply to the employment, transfer or promotion of any family member who

- 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 taking of office of the Superintendent or any School Board member, or
- 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 the 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 the school board or the superintendent.

- B. Notwithstanding the rules stated in Subsection A above, the School Board may employ or pay, and the superintendent may recommend for employment, any family member of a School Board member provided that

- 1) The member certifies that he had no involvement with the hiring decision; and
- 2) The superintendent certifies to the remaining members of the School Board in writing that the recommendation is based upon merit and fitness and the competitive rating of the qualifications of the individual and that no member of the Board had any involvement with the hiring decision.

- C. A family member employed as a substitute teacher may not be given any greater employment than that obtained in the last full school year prior to the taking of office of the Superintendent or a School Board member or to the inception of such relationship.

- D. 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 is discouraged. The employee may not be highly involved in the hiring process of the family member and may not be included in the evaluation process.

Family members are defined as father, mother, brother, sister, spouse, son, daughter, son-in-law, daughter-in-law, sister-in-law, brother-in-law, grandson, or granddaughter.

PERSONNEL

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Legal Reference: Code of Virginia, 1950, as amended, § 2.2-3119

Cross References: BBFA Conflict of Interests and Disclosure of Economic Interests
GCI Professional Staff Assignments and Transfers

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