

## PERSONNEL

File: GCCB

### EMPLOYMENT OF FAMILY MEMBERS

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 division superintendent of schools.

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.

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.

Adopted: February 19, 1998  
Revised: March 20, 2008  
Revised: June 16, 2011  
Revised: June 30, 2015

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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