
I. PURPOSE

This policy establishes the Athlos Academy of Jefferson Parish Governing Board's approved stance on the employment of relatives.

II. DEFINITIONS

- A. Immediate Family: An individual's children, brothers and sisters, parents, spouse, spouses of his/her children, spouse of his/her brothers and sisters, and the parents of his/her spouse.

III. POLICY

- A. Members of an employee's immediate family will be considered for employment based solely on their qualifications.
- B. With respect to the employment of immediate family members, Athlos Academy of Jefferson Parish reserves the right to:
 - 1. Refuse to place one family member under the direct supervision of the other family member where such has the potential for creating an adverse effect on supervision, safety, security, or morale; and
 - 2. Refuse to place both family members in the same department, division, program or facility where such has the potential for creating an adverse effect on supervision, safety, security, morale, and involves potential conflicts of interest.
- C. Relatives within the third degree of kinship by blood or marriage of any school employee, regardless of status, will not be hired in the same department, division, program, or facility where such has the potential for creating an adverse effect on supervision, safety, security, morale or involves potential conflicts of interest without the written prior approval of the Lead School Administrator.
- D. If two (2) employees marry, become related or cohabit and a conflict arises, a disclosure must be made to the Lead School Administrator within a reasonable time frame with the subsequent action left up to the discretion of the Lead School Administrator.

Employment of Relatives

- a. While reasonable efforts will be made to assist in resolving any real or perceived conflicts, there may be instances in which one of the employees may be reassigned or in extreme cases, asked to resign.
- E. No member of the immediate family of the Lead School Administrator or of a member of the Governing Board shall be hired by the school unless one of the following exceptions apply:
- 1. An immediate family member of a member of the Governing Board or of the Lead School Administrator may be hired as a teacher provided that he/she is a certified teacher hired to teach in a position allowed by the certification and an annual disclosure is made to the Board of Ethics within 30 days of the start of the school year.
 - a. An immediate family member of a member of the Governing Board or of the Lead School Administrator who is employed pursuant to this section may be promoted to an administrative position by such school board provided that such family member has the appropriate qualifications and certifications for such position.
 - 2. An individual may continue employment at Athlos Academy of Jefferson Parish if a member of his/her immediate family becomes the Lead School Administrator or a member of the Governing Board as long as the individual was employed for a period of at least one year prior to this event.

Legal References:

[LA. R.S. 17:81](#) (*General powers of local public school boards*)

[LA. R.S. 42:1119](#) (*Nepotism*)