

POLICY

1997

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PERSONNEL

SUBJECT: BUILDING ASSIGNMENTS OF HUSBANDS/WIVES AND BLOOD RELATIONS

Subject to applicable federal and state laws, Board of Education policies, and any pertinent collective bargaining agreements, the Board of Education has the authority, on recommendation of the Superintendent, to make intraschool assignments and transfers.

The Board will discourage and avoid, if possible, the assignment of husbands and wives or blood relations (father/daughter, brother/sister, etc.) of both professional and nonprofessional staff members to the same building. Also, spouses/blood relations of administrative and supervisory staff will generally not be assigned to that portion of the staff where the spouse/blood relation would exercise direct supervision over the other spouse/blood relation.

If any such assignment should exist in the placement of husbands or wives or blood relations, performance evaluations shall not be done by the spouse or relative of the employee being evaluated.

The Board of Education reserves the right to make exceptions to these guidelines, upon recommendation of the Superintendent of Schools, whenever unusual circumstances present themselves or the application of such guidelines would result in the violation of applicable laws, or policies, or applicable collective bargaining agreements. The Board of Education will attempt to deal with exceptions in the fairest and the most rational way possible, while complying with all legal mandates.

Education Law Sections 1709(33),
1711(5)(e), 2508(5), 2509(5), and 2566(6)
Civil Service Law Section 70
General Municipal Law Article 18

Adopted: 1/27/97