

**EMPLOYMENT OF FAMILY MEMBERS**

- A. The 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 except as authorized in Subsection B below. This prohibition does not apply to the employment, promotion, or transfer within the school division 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 employed to any greater extent than he/she was employed by the School Board in the last full school year prior to the taking of office of such board member or division superintendent or to the inception of such relationship.
- B. Notwithstanding the rules stated in Section 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. 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.
- D. Family members are defined as father, mother, brother, sister, spouse, son, daughter, son-in-law, daughter-in-law, sister-in-law or brother-in-law.

**ADOPTED:** October 10, 2006

**REVISED:** August 9, 2011  
May 12, 2015  
August 8, 2017  
September 11, 2018

**LEGAL REFERENCE:** Code of Virginia, 1950, as amended, section 2.2-3119.

**CROSS REFERENCES:** BBFA Conflict of Interests and Disclosure of Economic Interests  
GCI Professional Staff Assignments and Transfers