



SECTION V: EMPLOYEES

POLICY 5080

CONFLICT OF INTEREST (EMPLOYMENT AND/OR ASSIGNMENT OF RELATIVES)

Employment of any person who is a close relative of any member of the Board of Education shall not be considered. Employment of any person who is a close relative of the Superintendent of Schools must be approved by the Board of Education.

Definition of close relative means an individual who is within the second degree of consanguinity (related by blood) or affinity (related by marriage) to a board member or the Superintendent of Schools.

A person within the second degree of consanguinity or affinity includes a sibling, parent, grandparent, child, grandchild, aunt, uncle, nephew, or niece of a board member, the Superintendent of Schools, or his/her spouse.

No relative of an employee of the school district will be shown preference for employment in either a temporary or permanent position.

No employee will be placed in any position wherein direct administrative or supervisory authority is exercised by a close relative, or by any other relative residing in the same household. Employees who are husband and wife, brothers and/or sisters, father and child, mother and child, or similar close relatives shall not be assigned to work in the same building or department in which the relatives would be required to work in close daily contact.

The provisions of this personnel procedure may be waived by written authorization of the Superintendent of Schools when the assignment or placement of both relatives is of such a nature that no reasonable alternatives are available. The Superintendent of Schools shall advise the Board of Education of any authorized exception to personnel procedure.

Source: *Broken Arrow Board of Education policy adoption, March 18, 1985.*
Broken Arrow Board of Education policy revised, September 6, 1990.
Broken Arrow Board of Education policy revised, July 13, 2009.
Broken Arrow Board of Education policy revised, July 10, 2017.
Broken Arrow Board of Education policy revised, June 27, 2022.