

MEDFORD AREA PUBLIC SCHOOL DISTRICT

DATE ADOPTED:	December 19, 1989	FILE SECTOR:	BOARD GOVERNANCE
DATE REVISED:	October 22, 1997		GOVERNANCE AND
DATE REVISED:	December 20, 2001		OPERATIONS
DATE REVISED:	August 21, 2003	POLICY TITLE:	CONFLICT OF INTEREST
DATE REVISED:	June 22, 2011		(NEPOTISM)
DATE REVISED:	November 17, 2016		

No parent or parent-in-law, spouse, son/daughter or son/daughter of the spouse, cohabitant in the same household, of any Medford Area Public School District administrator/supervisor shall be employed, either part or full time, by the Medford Area Public School District if that employment places the person under the direct supervision of said administrator/supervisor. No administrator/supervisor may be directly involved in the hiring, promotion, retention, or discharge of a person coming within the relationships as defined above.

No officer or employee of the school district shall participate in the making of an employment contract or handbook in which the officer or employee has a private monetary interest, direct or indirect, or performs some function in regard to that contract requiring the exercise of discretion on the officer's or employee's part. For example, an officer or employee has a direct or indirect monetary interest in the employment contract or handbook covering his/her spouse or any other similarly financial dependent or financially co-dependent person.

In addition, regardless of other applicable legal parameters governing conflicts of interest in the forming of contracts and/or handbook, no administrator/supervisor may serve on the board negotiating team in contract negotiations for any bargaining unit of which a spouse, parent or parent-in-law, son/daughter, son/daughter of a spouse, cohabitant in the same household or any financially dependent/co-dependent person is a member.

It shall be the responsibility of the person seeking employment and/or the administrator/supervisor relative, as defined above, to inform the administrator/supervisor charged with hiring, of any relationship as described in paragraph one. If after the hiring, selection for a new position or other appointment of an applicant, it is found that information about any such relationship was withheld or falsely given, the applicant may be subject to immediate discharge or other disciplinary action.

In circumstances where a district employee is involved in the applicant screening, interview and/or candidate selection process for any position of employment within the district (including serving as a reference for any applicant) and the district employee is also related to or otherwise personally knows any applicant (outside of an employment context), the pre-existing personal relationship shall be disclosed to the district administrator or other administrator/supervisor in charge of the hiring process.

Nothing in this policy shall be construed as disparaging or discouraging the appointment of close relatives for positions which are not designated by this policy as being in conflict, nor shall anything in this policy be construed to limit the opportunity for promotion to any person employed in the Medford Area Public School District to positions which are not designated by this policy as being in conflict.

CROSS REFERENCE: GBA

LEGAL REFERENCE: Section 19.59, 111.345, & 946.13 Wis. Stats.