#401.3 HIRING OF RELATIVES

I. PURPOSE

To outline the manner in which the Cloquet School District (ISD #94) will consider the hiring of relatives in accordance with the other hiring and personnel policies of the District. For the purpose of this policy, Board Members are not considered employees.

II. SCOPE

All classified and non-classified school district employees who are hired by board action are covered under this policy.

III. POLICY

Employees may neither initiate nor participate in District decisions involving a direct benefit to an immediate family member. Such decisions include, but are not limited to: hiring, retention, promotion, negotiation, discipline on behalf of the District, and leave of absence requests. Student employment on a part-time basis and short call substitutes (fewer than 30 days) will not be interpreted as employment for this policy. Family member is defined as one of the following:

A. Relationships by Blood
   - Parent, child, grandparent, grandchild, brother, sister, uncle, aunt, nephew, niece, first cousin.

B. Relationships by Marriage