

PERSONNEL

Section 3 Conflicts of Interest

A. Employment of Board Members

No Board member of ESU #13 shall be employed by ESU #13.

Legal Reference:	Nebraska Statute: §79-1219
Date of Adoption:	April 21, 2020
Updated:	

B. Employment of Immediate Family Members

ESU #13 welcomes the opportunity to hire and retain qualified employees who are related to one another by blood or marriage. However, since such relationships sometimes can create problems in the workplace, it is the policy of ESU #13 that:

1. ESU #13 employees will not be the immediate/direct supervisor to their relatives who are also employees. Relatives include parents, spouses, children, siblings, domestic partners, grandparents, grandchildren, uncles, aunts, nephews, nieces, first cousins, step children, parents in-law, children in-law, and siblings in-law. If there is a family relationship or employment change that violates this rule, it is the employee's responsibility to work with their supervisory chain and Human Resources to correct the situation within nine months.
2. To avoid the appearance or perception of partiality, employees will not participate in discussions or committees affecting the hiring, appointment, contract, tenure, promotion, supervision, performance evaluation, or any decision that affects a relative as defined above.

No immediate family member of a Board member or of an employee with supervisory responsibilities shall be employed by ESU #13:

1. without first having made a reasonable solicitation and consideration of applications for such employment;
2. without first completing NADC Form C-4, *Employment of Immediate Family Members Disclosure Statement*. Board members and employees must disclose the employment of an immediate family member in writing or on the record to the Board;
3. who is not qualified for, not able to meet the certification requirements, or not able to perform the duties of the position;

4. for a salary that is not comparable to previous experience and positions with a similar job description; and
5. who is not required to perform the duties of the position.

Neither the Board nor an employee with supervisory responsibilities shall terminate the employment of an employee so as to make funds or a position available for the purpose of hiring an immediate family member as defined in B.1. above.

Legal Reference:	Nebraska Statutes: §49-1499.04; §49-1499.05
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