

Article IX.A.1.c.      Employment and Supervision of Relatives

A.      Statement of Policy

In order to promote the public interest and strengthen the trust and confidence of Granite School District’s students, parents, and patrons, the Board of Education enacts the following policy to eliminate any potential improper influence in the hiring and supervision of district employees and to comply with applicable Utah State law.

B.      Definitions

1.      As used in this policy, an appointee means an employee whose salary, wages, pay, or compensation is paid from public funds.
2.      As used in this policy, a relative means a father, mother, husband, wife, son, daughter, sister, brother, uncle, aunt, nephew, niece, first cousin, mother-in-law, father-in-law, brother-in-law, sister-in-law, son-in-law, or daughter-in-law spouse, parent, parent-in-law, stepparent, daughter, daughter-in-law, stepdaughter, son, son-in-law, stepson, brother, brother-in-law, stepbrother, sister, sister-in-law, stepsister, aunt, uncle, niece, nephew, first cousin, grandchildren, grandchildren-in-law, step-grandchildren, grandparent, grandparent-in-law, step-grandparent, or any other person who is a permanent member of the same household as the employee.

C.      Prohibitions

1.      No Board member, hiring administrator, or member of a hiring committee may be responsible for the appointment of a relative in any position of employment or in any other contractual arrangement. Board members, hiring administrators, and members of a hiring committee shall recuse themselves when circumstances create such conflicts.
2.      No Board member or district employee shall directly supervise, evaluate, or discipline an appointee who is a relative.
3.      The District shall not allow a relative to substitute for an employee.

D.      Exceptions

1.      The relative was appointed or employed before the appointee assumed the appointee’s position, if the appointment of the relative did not violate the provisions of this chapter in effect at the time of the appointment.
2.      The appointee is the only person available, qualified, or eligible for the position.
3.      The appointee is employed for a period of twelve (12) weeks or less.

4. The appointee is a volunteer.
5. The employee who will serve in a supervisory capacity is the only personal available or qualified to perform supervisory functions for the appointee.

**History:**

Revised January 2020, July 2022

**References:**

See Utah Code 52-3-1 *et seq.*

August 2022