

EMPLOYMENT OF RELATIVES POLICY

The board of education concurs with and supports the public policy stated in OKLA.STAT. tit. 70 O.S. § 5-113 and 113.1, limiting the employment of individuals related to members of the board of education. In addition, the board believes that the employment of individuals related by blood or marriage to current employees creates similar possibilities for conflicts of interest, favoritism or the appearance of favoritism, and disruption of the efficient and impartial administration of technology center business resulting from family conflicts.

Therefore, the board has determined that it is in the best interest of the technology center to adopt the following employment regulations for a regular full-time, substitute, part-time or temporary employee:

1. "Family members" are defined as parents (natural or step) or legal guardians, spouse, children (natural, adopted or step), brothers or sisters (natural, half or step), mothers-in-law, fathers-in-law, sons-in-law, daughters-in-law, brothers-in-law, sisters-in-law, grandparents, grandchildren, uncles, aunts, cousins, nieces and nephews. The terms "brothers- in-law" and "sisters-in-law" include individuals who are married to natural, half- or step-sisters or brothers.
2. The technology center shall not employ any family member of a current technology center employee if (a) one family member would, directly or indirectly, supervise or have disciplinary authority over another family member or (b) if one family member would evaluate another family member or (c) if the hiring of a family member could result in a conflict of interest with existing vendors of the technology center.
3. Instructors presently employed who are family members shall not be assigned to the same technology center site facility.
4. Non-certified individuals who are family members shall not be assigned to the same support departments.
5. Current employees who are family members and whose work assignments do not conform to these regulations may be reassigned as may be considered feasible by the administration. No current employee will be terminated because of such nonconformity with these regulations or because reassignment was not feasible.