



Shonto Governing Board of Education, Inc. Policy Statement

SUBJECT: Governing Board Family Relationships & Employment

POLICY NUMBER: BCBA

DATE OF ORIGINAL POLICY: 3/4/03

CANCELS POLICY NO.: None

EFFECTIVE DATE: 4/7/17

DATE OF NEXT REVIEW: 6/2020

DATED: 6/20/17

I. PHILOSOPHY:

The Governing Board Code of Ethics contains a provision stating that Governing Board members will not use their position for personal gain. Members must be careful to avoid having others claim nepotism whenever a position in the school is awarded to someone within the family. An exhaustive review of the Internet revealed that school boards everywhere recognize the conflict of interest that may exist when relatives of school board members are permitted to be considered for an appointment to an existing vacancy. Most flatly prohibit such appointment. Some allow it only for preexisting conditions. The reasons for board concern are several: (1) the school board member's relative could turn out to be ineffective in the position, (2) it makes disciplining of a school board member's relative difficult, and (3) it complicates matters concerning competitive position advancements. The Governing Board wishes to develop guidelines that allow the system to hire the most competent people available. Therefore, the Governing Board establishes the following policy statement.

II. POLICY STATEMENT:

It is the policy of the Governing Board that consideration (negative or positive) of family relationships will adhere to the 2008 Regulations and Standards of Conduct for Elected Officials of the Navajo Nation, §4 Conflict of Interest A to E Involving Board Member Relations at no time be a factor in employment decisions, including promotion or termination of personnel.

III. EXCEPTIONS TO POLICY:

None

IV. AMPLIFYING INSTRUCTIONS AND GUIDELINES:

A. DEFINITION OF A RELATIVE

As used in this policy, a "relative" is defined as a parent, child, brother, sister, or spouse. Any other relative of a Governing Board member is not subject to the provisions of this policy

B. PROCESS WHEN A RELATIVE IS TO BE CONSIDERED FOR AN APPOINTMENT



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1. As a first and necessary step, any Board member who has a relative or member of the same household as the Board member (referred to collectively as relative) submit an application for a position or seek renewal of an employment contract must sign a statement to abide by the following guidelines: The statement must specify the relationship at issue and shall be made a part of the official record.
 - a. The Board member shall abstain from voting, sponsoring, influencing, or in any manner attempting to influence any vote, official decision, or determination affecting the relative. {Abstention shall not affect the presence of the person for purposes of a quorum.}
 - b. The Board member agrees to not campaign, solicit support, or pressure for the relative's appointment or renewal/non-renewal with any person who is involved in the interviewing process or who is involved in the employment decision.
 - c. The Board member agrees to take no retribution or retaliation against any school employee who disciplines a Board member's relative for work-related deficiencies.
 - d. The Board member agrees to remain impartial in all issues affecting all employment matters that directly affect the relative.
2. It is understood that while a relative of a Board member may be considered for an appointment or renewal, the officials who interview the candidates are expected to be completely impartial when assessing the relative's strengths and weaknesses against those of other candidates.
3. No appointment can be recommended unless the Superintendent of Schools determines that the relative being recommended has credentials equal to or superior to that of other candidates being considered.
4. When a relative of a Governing Board member is to be recommended for an appointment, the Superintendent shall notify all Governing Board members in writing that s/he is recommending that relative and shall specify the nature of the relationship to the particular Board member.

V. DELEGATION OF AUTHORITY:

None

VI. REPORTS:

None

VII. FORMS:

1. Letter to Governing Board Advising of the Hiring of Relative

VIII. EXPIRATION:



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This policy expires three (3) years after its acceptance unless reapproved.

IX. SIGNATURE BLOCK:

Submitted by: Lemual B. Adson
Superintendent

Date: 4/7/17

1st Reading: April 7, 2017

2nd Reading: May 11, 2017

3rd Reading: June 20, 2017

Established: _____

A handwritten signature in black ink, appearing to read 'Martha Tate', is written over a horizontal line.

Martha Tate, Board President
Shonto Governing Board of Education, Inc.