



Possible Nepotism

Question:

Our question is related to the nepotism issue and whether or not that impacts volunteers and/or substitutes. For instance, a board member's wife sometimes volunteers at the school. In addition, she sometimes substitutes. Are either of those circumstances legal?

Answer:

For volunteers nepotism is not an issue. For substitutes it is best if these employees are not family members because although they do not have contracts for pay there could be an argument that the board member is receiving a pecuniary gain - spouse compensation - in a community property state. Further, there is also the concern that the spouse is being chosen to substitute over others out of a nepotism concern.

contact us with your question:



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