

# CARBON CAREER & TECHNICAL INSTITUTE

SECTION: JOINT OPERATING  
COMMITTEE PROCEDURES

TITLE: EMPLOYMENT LIMITATIONS

ADOPTED: June 19, 2003

REVISED: April 20, 2006

REVIEWED: April 18, 2024

## 004.2. EMPLOYMENT LIMITATIONS

### Section 1. Authority

The Joint Operating Committee will not employ any individual on a full-time, permanent basis who is closely related to any member of the school's Joint Operating Committee and administration except as noted below. For the purpose of this policy, closely related shall be defined as including wife, husband, mother, father, son, daughter, grandmother, grandfather, aunt, uncle, mother-in-law, father-in-law, son-in-law, daughter-in-law, brother, sister, first cousin, brother-in-law, or sister-in-law.

This policy shall not apply to any person within such a relationship or relationships who has been regularly employed by the Joint Operating Committee prior to the inception of the relationship, the adoption of this policy or a Joint Operating Committee member's election.

The administration may recommend the employment of a Joint Operating Committee member's near relative and/or an administrative member's near relative only if one (1) or more of the following conditions are present:

1. The individual is a clearly superior candidate.
2. The individual is the only properly certificated and qualified candidate.
3. The individual is the only candidate.

If a near relative of an administrator is hired, that person must be supervised and evaluated by an administrator not related to the employee.