

Lane Education Service District Policy

Code: **GB**
Adopted: 1/25/94
Revised/Readopted: 9/25/01
Orig. Code(s): GD

General Hiring Practices

The ESD may hire a member of an individual employee's family or bona fide dependent of an employee of the ESD in a position in which there would be no direct supervision, appointment or grievance adjustment authority exercised by either employee relative to the other.

An employee may directly supervise a family member under the following limited circumstances after careful consultation with staff:

1. There is not a suitable number of qualified applicants;
2. The relative or dependent is exceptionally well-qualified when compared to other applicants;
3. It is unlikely any other equally qualified or superior candidate can be located within a reasonable period of time by reasonable recruitment methods;
4. Alternative means of evaluation and/or grievance adjustment are available, feasible and reasonably likely to work effectively.

As used in this policy, "member of the family" means the spouse, domestic partner, daughter, daughter-in-law, son, son-in-law, mother, mother-in-law, father, father-in-law, brother, brother-in-law, sister, sister-in-law, aunt, uncle, niece, nephew, stepparent or stepchild of the individual employee.

END OF POLICY

Legal Reference(s):

[ORS 342.169](#)

[ORS 653.305 - 653.326](#)

[ORS 659A.309](#)

[OAR 581-022-0705 \(4\)](#)