

Definition of "Relative" in Board Policies
Jefferson County Board of Education

Policy #	Policy Name	Summary of Policy issue	Statute	Includes Father, Mother Brother, Sister, Husband, Wife Son, Daughter	Other/Additional Relatives	Comment
01.2	Board Member Qualifications	Board member qualifications include, "has no relative, as defined in KRS 160.380, employed by the District."	Cites KRS 160.380, relating to school employees, defines "relative."	X		
03.421	Election of School Council Members (SBDM)	Prohibits a parent SBDM member to be a relative of an employee in the school or District offices. Policy defines "relative" as father, mother, brother, sister, husband, wife, son, daughter.	None. SBDM statute prohibits parent council from being a relative, but does not define it. Policy lists same types of relatives as KRS 160.380 .	X		Could change definition in policy to "relative, as defined in KRS 160.380."
03.11	Hiring (Certified)	Prohibits Superintendent from employing their relative, or the relative of a principal , except as provided in KRS 160.380.	Cites KRS 160.380, relating to school employees, defines "relative."	X		
		Prohibits Superintendent from employing a relative of a Board member, except as provided in KRS 160.380.	Cites KRS 160.380, relating to school employees, defines "relative."	X		
		Prohibits an employee from influencing hiring of a relative.	Policy lists same types of relatives as KRS 160.380 .	X		Could change definition in policy to "relative, as defined in KRS 160.380."
		Prohibits an employee from being assigned to a position supervising a relative	Policy lists same types of relatives as KRS 160.380.	X		Could change definition in policy to "relative, as defined in KRS 160.380."
03.21	Hiring (Classified)	Prohibits Superintendent from employing their relative, or the relative of a principal , except as provided in KRS 160.380.	Cites KRS 160.380, relating to school employees, defines "relative."	X		
		Prohibits Superintendent from employing a relative of a Board member, except as provided in KRS 160.380.	Cites KRS 160.380, relating to school employees, defines "relative."	X		
		Prohibits an employee from influencing hiring of a relative.	Policy lists same types of relatives as KRS 160.380 .	X		Could change definition in policy to "relative, as defined in KRS 160.380."
		Prohibits an employee from being assigned to a position supervising a relative.	Policy lists same types of relatives as KRS 160.380.	X		Could change definition in policy to "relative, as defined in KRS 160.380."
03.1236	Emergency Leave (Certified)	Includes as a reason for the use emergency leave the "death or funeral of a relative by blood or marriage."	None	X	Relative by blood or marriage	Aligning this with KRS 160.380 would restrict the use of emergency leave, so the funeral of a mother-in-law, uncle, niece, etc... would not be included.
03.2236	Emergency Leave (Classified)	Includes as a reason for the use emergency leave the "death or funeral of a relative by blood or marriage."	None	X	Relative by blood or marriage	Aligning this with KRS 160.380 would restrict this, so the funeral of a mother-in-law, uncle, niece, etc... would not be included.

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03.131	Assignment (Certified)	Prohibits assignment that would create a supervisory relationship between relatives. Policy defines "relative" much more extensively than KS 160.380.	Policy lists same types of relatives as KRS 160.380 and adds many other types of relatives .	X	Adds grandparent, aunt, uncle, niece, nephew, son-in-law, daughter-in-law, sister-in-law, brother-in-law. Also addresses people in dating relationships.	This is not merely a question of alignment across polices. There is a policy discussion whether the broader list of relatives should be maintained regarding the assignment of staff and supervision, even as we use a shorter list for employment.
03.231	Assignment (Classified)	Prohibits assignment that would create a supervisory relationship between relatives. Policy defines "relative" much more extensively than KS 160.380	Policy lists same types of relatives as KRS 160.380 and adds many other types of relatives.	X	Adds grandparent, aunt, uncle, niece, nephew, son-in-law, daughter-in-law, sister-in-law, brother-in-law. Also addresses people in dating relationships.	This is not merely a question of alignment across polices. There is a policy discussion whether the broader list of relatives should be maintained regarding the assignment of staff and supervision, even as we use a shorter list for employment.
03.1312	Promotion (Certified)	Prohibits the Superintendent from promoting their relative or the relative of a Board member, who continues employment under the provisions of KRS 160.380.	Cites KRS 160.380 relating to school employees defines "relative"	X		
03.2312	Promotion (Classified)	Prohibits the Superintendent from promoting a personal relative or the relative of a Board member, who continues employment under the provisions of KRS 160.380.	Cites KRS 160.380, relating to school employees, defines "relative."	X		
03.1232	Sick Leave (Certified)	Permits the use of sick leave to take care of an "immediate family member," which includes all types of relative under KRS 160.380, plus an extensive additional list.		X	Adds step and foster children, grandchildren, grandparent, parent, spouses parent, son-in-law, daughter-in-law.	This is not merely a question of alignment across policies. There is a policy discussion whether the broader list of relatives should be maintained regarding the use of sick leave for family illness and supervision, even as we use a shorter list for employment.
03.2232	Sick Leave (Classified)	Permits the use of sick leave to take care of an "immediate family member," which includes all types of relative under KRS 160.380, plus an extensive additional list		X	Adds step and foster children, grandchildren, grandparent, parent, spouses parent, son-in-law, daughter-in-law.	This is not merely a question of alignment across policies. There is a policy discussion whether the broader list of relatives should be maintained regarding the use of sick leave for family illness and supervision, even as we use a shorter list for employment.

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03.1312	Promotion (Certified)	Prohibits a Superintendent from promoting a personal relative or a relative of a Board member.	Cites KRS 160.380 relating to school employees defines "relative"	X	
03.2312	Promotion (Classified)	Prohibits a Superintendent from promoting a personal relative or a relative of a Board member.	Cites KRS 160.380 relating to school employees defines "relative"	X	