

PHILLIPSBURG SCHOOL DISTRICT

Disclosure Form

The Phillipsburg Board of Education, in order to eliminate any possible conflict of interest, and to promote an efficient and productive educational environment, will not appoint or hire, for any type of employment whether it be temporary or permanent, and regardless of the amount of or lack of compensation, any "close relative" of any board member, administrator or anyone above the teacher's level in our system.

Further, any "close relative" relationship to anyone of any capacity in this school district must be revealed in all applications, whether for new employees or for any change in position. The intent of this provision is to make anyone who is in a position to make a recommendation, whether as an administrator or interviewer or supervisor, fully aware of the prospective applicant's relationship to anyone in our system.

"Close relative" is a term that includes spouse, parents, fathers-in-law and mothers-in-law, brothers and sisters, brothers-in-law and sisters-in-law, children, step-sons, step-daughters, and sons-in-law/daughters-in-law.

The School Board may, at their discretion, modify or waive this policy (under the provisions of Bylaws 0142.1). Any such modification or waiver shall be accompanied by a rationale and clear reasons for action.

List any "close relatives", as defined by the definition listed above, that are employed in the Phillipsburg School District. If you do not have a "close relative" employed in the district, enter "none" on the first line.

NAME	RELATIONSHIP	POSITION

Any false statement made regarding this nepotism policy, orally or in writing, will result in immediate termination of employment.

Applicant Signature: _____ Date: _____