



MARYLAND OFFICE OF THE INSPECTOR GENERAL FOR EDUCATION

INVESTIGATIVE SUMMARY | 21-0009-I

Findings of Misconduct and Mismanagement by a Baltimore City Public School (BCPS) employee and school administrator related to the improperly hiring of an immediate family member in violation of the nepotism policy.

The Maryland Office of the Inspector General for Education (OIGE) initiated an investigation after receiving information alleging a Baltimore City Public School (BCPS) employee improperly hired an immediate family member as a temporary employee.

The OIGE investigation revealed the immediate family member worked as a temporary employee at a high school while attending college from mid-2017 until late 2020. The identified family member received a total of \$50,796 in salary compensation during this period of time. The OIGE was unable to verify the family members specific work product due to the absence of a position description and performance appraisals.

The OIGE also found that the school's principal was aware of this practice and did not take corrective action. A review of BCPS Human Resources documents indicated the immediate family member was granted multiple contract extensions over the course of his employment. Furthermore, each contract extension was submitted to and approved by the school administrator.

Furthermore, the OIGE determined that due to a lack of internal controls associated with procedures governing employee time and attendance records, the BCPS employee was allowed to sign-in and out the immediate family member in their absence.

The OIGE investigation substantiated the allegation as a violation of the BCPS nepotism policy, which states: “...*under no circumstances may one member of an immediate family hire, directly supervise, promote, evaluate, or discipline another member of an immediate family, nor shall two members of an immediate family be assigned to the same school or office/administrative unit.*”

The OIGE has completed its investigation and provided its report to the BCPS for appropriate action.

Unless otherwise noted, the OIGE applies the preponderance of the evidence standard in determining whether local school system personnel have committed misconduct