

NOVA CLASSICAL ACADEMY
MANUAL OF POLICIES APPROVED BY THE BOARD OF DIRECTORS

Policy 405:
ANTI-NEPOTISM POLICY

I. PURPOSE

The purpose of this policy is to prevent nepotism for full-time and part-time employees at Nova Classical Academy.

II. GENERAL STATEMENT OF POLICY

As mandated in Minnesota Statute 124E.07, subdivision 6 (b), Nova Classical is prohibited from employing immediate family members of a board member, school employee, or teacher, including a teacher who provides instruction under a contract between Nova Classical and a cooperative.

~~A. No employee of Nova Classical Academy shall be assigned to a position in which that employee is directly supervised by a relative.~~

~~B. This policy does not apply to those employees who are hired to be casual; substitute or temporary employees and those whose total days worked do not exceed sixty (60) days in a fiscal year.~~

~~C. The Board of Directors recognizes that specific child, school, or legal demands may call for exceptions to this policy. If situations arise the Executive Director or their designee will be responsible for administering these situations.~~

III. DEFINITION

~~“Relative” under this policy includes the following relationships: the employee’s spouse or ex-spouse, domestic partner, child, domestic partner’s children, mother, father, brother, sister, step-family, aunt, uncle, mother-in-law, father-in-law, daughter-in-law, son-in-law, brother-in-law, sister-in-law, grandparents and grandchildren of the employee spouse, or member of the employee’s household, other than roommates.~~

~~**Immediate family member** is defined as any relationship by blood, marriage, adoption, or partnership of spouses, parents, grandparents, siblings, children, first cousins, aunts, uncles, grandchildren, nieces, and nephews.~~

IV. VIOLATIONS

Employees who violate the provisions of this policy may be subject to discipline, which may include reprimand, suspension, and/or termination or discharge.

V. OTHER CONDITIONS

A. The Board can waive this policy if:

1. The position is posted publicly for twenty (20) days and
2. 2/3 majority of board members who are not immediate family members of an applicant vote to approve the hiring.

B. A board member, school employee, or other teacher under contract with a cooperative cannot be involved in the interview, selection process, hiring, supervision, or evaluation of an employee who is an immediate family member.

Cross References: MSBA/MASA Model Policy 306 (Administrator Code of Ethics)

Legal References: Minn. Stat. § 124E.07

MSBA/MASA Model Policy 410 Orig. 1995

Revised: 2015

ADOPTED BY THE BOARD: 11/25/2013

REVISED BY THE BOARD: 08/29/2022

EFFECTIVE DATE: 08/29/2022