

426 NEPOTISM IN EMPLOYMENT - CHARTER SCHOOLS

[Note: Charter schools are required by the charter school law to have a policy addressing this issue.]

I. PURPOSE:

The purpose of this policy is to establish consistent employment guidelines and to prevent situations where an individual may have or be perceived to have unfair influence over the career development, work assignments, work direction, performance reviews, or compensation of a family member who is also employed by the charter school.

II. GENERAL STATEMENT OF POLICY:

CCS permits the employment of qualified relatives of employees of the employee's household or immediate family as long as such employment does not, in the opinion of the CCS, create actual conflicts of interest. For purpose of this policy, "immediate family" is defined as a spouse, child, parent, sibling, grandparent, grandchild, aunt, uncle, first cousin, corresponding in-law, "step" relation or any member of the employee's household. CCS will use sound judgment in the placement of related employees in accordance with the following guidelines:

- Individuals who are related by blood, marriage or reside in the same household are permitted to work in the same department, provided no direct reporting or supervisor to subordinate relationship exists. That is, no employee is permitted to work within "the chain of command" when one relative's work responsibilities, salary, hours, career progress, benefits or other terms and conditions of employment could be influenced by the other relative.
- Related employees may have no influence over the wages, hours, benefits, career progress and other terms and conditions of the other related staff members.
- Employees who marry while employed, or become part of the same household are treated in accordance with these guidelines. That is, if in the opinion of the CCS, a conflict arises as a result of the relationship, one of the employees may be transferred at the earliest practicable time.

Any exceptions to this policy must be approved by the Board of Education at the time of hiring and prior to contract renewal.

Legal References: Minn. Stat. § 124E.07, Subd. 6 (Charter Schools)
Minn. Stat. Ch. 363A (Minnesota Human Rights Act)
42 U.S.C. § 2000e *et seq.* (Title VII of the Civil Rights Act)

Cross References: MSBA/MASA Model Policy 210.1 (Conflict of Interest – Charter School Board Members)
MSBA/MASA Model Policy 401 (Equal Employment Opportunity)

Policy 445 Nepotism is referenced in the Staff Handbook.

Policy 445 Nepotism is a required policy of Osprey Wilds.

