

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. Nova Classical may employ family members of current employees. However, to be hired, transferred, or promoted, close family members may not be assigned to the following:

- A. Positions where one can influence the employment conditions or career of the other. This includes decisions involving hiring, termination, compensation, performance evaluation, discipline, promotional opportunities, and work assignments; or
- B. Positions where one reports to, directs the work of, or otherwise has direct or indirect supervision of another close family member.

III. DEFINITIONS

Direct or indirect supervision means the authority to make, participate in, or recommend employment and/or compensation-related decisions involving a close family member, including, but not limited to, decisions concerning hiring, promotion, transfer, discipline, termination, salary, evaluation, grievance resolution, or other similar personnel actions.

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.

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

ADOPTED BY THE BOARD: 11/25/2013

REVISED BY THE BOARD: 07/29/2024

EFFECTIVE DATE: 07/29/2024 (valid only until 07/29/2025)