

Adopted: 11/12/2015

Revised: 2/19/2019, 11/15/2021, 2/18/025

NASHA SHKOLA POLICY No. 2.9 NEPOTISM

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. POLICY STATEMENT

It is the policy of Nasha Shkola to address the issue of nepotism while ensuring that the school complies with the Minnesota Human Rights Act.

III. DEFINITIONS

- A. “Nepotism” means the inappropriate action regarding appointment, employment, promotion or the advocacy of such action, by a public official in a position to influence directly or indirectly, these personnel decisions.
- B. “**Immediate Family**” means the employee’s spouse, registered domestic partner, child, parent, brother, and sister, brother-in-law, sister-in-law, mother and father-in-law, son and daughter-in-law, grandparent, grandchild, or step-relatives or domestic partner-relatives in one of these relationships.
- C. **Relatives beyond “immediate family”** – A relative may include aunt, uncle, niece, nephew, first or second cousins.

POLICY

The immediate family members and those living together as domestic partners of current employees will not be employed by the school under any of the following circumstances:

- A. Where one of the parties would have authority, or practical power, to supervise, appoint, remove, or discipline the other;
- B. Where one party would be responsible for auditing the work of the other; or,

- C. Where other circumstances exist which would place the parties in a situation of actual or reasonably foreseeable conflict between the interest of one or both parties and the best interests of the school.

In other cases where a conflict or the potential for conflict arises, even if there is no supervisory relationship involved, the parties may be separated by reassignment or terminated from employment.

In considering the employment of an employee's "immediate family" or a relative beyond "immediate family" members, the school must ensure that the relative has:

- The appropriate education and or credential for the job
- Outside work experience related to the position, and that,
- The position is an existing and vital position with a published job description, determined pay and performance expectations

The position opening must be posted and the potential candidates vetted in accordance with the human resource policies and procedures of the school.

A potential employee has the responsibility to notify the hiring agent of any relationship to current employees.

All incoming employees shall be required to read and sign Nasha Shkola nepotism policy upon employment.

Legal References: Minn. Stat. §124E (Charter Schools)
Minn. Stat. §363A (Human Rights)

Cross Reference: Policy 2.4.1 Conflict of Interest