

Anti-Nepotism Policy

Purpose: To avoid a variety of personnel problems (the perception of favoritism, awkward work place situations, difficult work environments, employee morale and job satisfaction, and poorer job performance by other employees) charter schools are required to have an anti-nepotism policy regarding employment and employment benefits.

Definitions:

“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.

Relatives beyond “immediate family” a relative may include: aunt, uncles, nephew, first or second cousins.

Nepotism: favoritism shown to relatives by those with power or influence, especially in hiring, or favoring in scheduling, promotions, salary, or compensation, disciplinary issues, etc.

Policy Statement

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:

1. Where one of the parties would have authority, or practical power, to supervise, appoint, remove, or discipline the other;
2. Where one party would be responsible for auditing the work of the other; or,
3. Where other circumstances exist which would place the parties in a situation or actual or reasonably foreseeable conflict between the interest of one or both parties and the best interests of the school

If two employees marry, or begin living together as domestic partners, and as a result, the circumstances prohibited exist; only one of the employees will be permitted to stay employed with the school. The decision as to which employee will remain with the school must be made by the two employees within thirty(30) calendar days of the date they marry, or begin living together as domestic partners. If no decision has been made during this time, the most recently hired employee will be terminated.

In considering the employment of an employee’s “immediate family” or relative beyond “immediate family” members of the school must ensure that the relative has:

1. The appropriate education and or credential for the job

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2. Outside work experience related to the position, and that,
3. 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 resources 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 your school's nepotism policy upon employment.

Legal Reference:

MN Statue 124D.10 Sub. 11(c)