

Great Oaks Academy

Anti-Nepotism Policy No. 405

I. Purpose

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

II. General Statement of Policy

- A. The immediate family members of a Great Oaks Academy board member, full-time employee or teacher who provides instruction under a contract between Great Oaks Academy and a cooperative may not be employed by Great Oaks Academy; provided that, this prohibition set forth in this subsection may be waived by the Board of Directors if:
 - (1) The position is publicly posted for twenty (20) business days; and
 - (2) A two-thirds ($\frac{2}{3}$) majority of the board members who are not immediate family members of an applicant vote to approve the hiring.
- B. A board member, school employee, or teacher under contract with a cooperative must not be involved in an interview, selection process, hiring, supervision, or evaluation of an employee who is an immediate family member.
- C. No employee of Great Oaks Academy shall be hired for or assigned to a position in which that employee is directly supervised by a relative; provided that, this provision 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.
- D. 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 his/her designee will be responsible for administering these situations.

III. Definition

“Relative” under this policy include 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.

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.

Legal References:

Minn. Stat. §124E.07

Cross References:

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

MSBA/MASA Model Policy 410 Orig. 1995 Revised: 2015