

## **STEAM Academy POLICY NEPOTISM**

### **I. PURPOSE**

Charter Schools are required to have a Nepotism Policy. The purpose of this document is to provide STEAM Academy's policy on nepotism.

### **II. POLICY STATEMENT**

It is the policy of STEAM Academy 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. "Relative" for this policy means an individual who is related to an employee as a father, mother, son, daughter, brother, sister, uncle, aunt, first cousin, nephew, niece, husband, wife, grandchild, grandparent, father-in-law, mother-in-law, son-in-law, daughter-in-law, brother-in-law, sister-in-law, stepfather, stepmother, stepson, stepdaughter, stepbrother, stepsister, half-brother, half-sister, or legal guardian. It also includes individuals of the same sex or the opposite sex living together in a committed relationship whether married or not.
- 1. "Immediate family member" means any relationship by blood, marriage, adoption, or partnership of spouses, parents, grandparents, siblings, children, first cousins, aunts, uncles, grandchildren, nieces, and nephews.

### **IV. POLICY**

- A. Employees and independent contractors or consultants will be hired based on meeting the objective criteria established by the administration for the position or the contract.  
  
Employees will be hired or dismissed upon a majority vote of school board members.

- B. An employee may not hire, supervise, promote, evaluate or participate in the evaluation of a relative employed by or contracted with the school.
- C. STEAM Academy prohibits the employment of immediate family members of a board member, a school employee, or a teacher who provides instruction under a contract between the charter school and a cooperative. The board may waive this policy if: (1) the position is publicly posted for 20 business days; and (2) a two-thirds majority of the remaining board of directors who are not immediate family members of an applicant vote to approve the hiring. 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.

***Legal References:*** Minn. Stat. §124D.10 (Charter Schools)  
Minn. Stat. §363A (Human Rights)

***Cross Reference:*** Policy 2.4.1 Conflict of Interest