



Adopted: December 2013

Revised: August 1, 2024

Universal Academy Charter School (UACS)

POLICY No. 419

NEPOTISM POLICY

Purpose:

To clearly define the UACS's policy regarding the standards for close relatives working for the UACS in the same or different departments in order to avoid a variety of personnel problems, including the perception of favoritism, awkward workplace situations, difficult work environments, employee morale and overall job satisfaction.

Policy:

UACS 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) 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 employed at the school with an immediate family connection must not be involved in an interview, selection process, hiring, supervision, or evaluation of an employee who is an immediate family member.

For purposes of this policy, "immediate family" means any relationship by blood, marriage, adoption, or partnership of spouses, parents, grandparents, siblings, children, first cousins, aunts, uncles, grandchildren, nieces, and nephews.

Upon hiring and Board approval where applicable, UACS will use sound judgment in the placement of related employees in accordance with the following



Guidelines:

- Individuals who are related by blood, marriage, or reside in the same household are permitted to work in the same UACS department, provided only if no direct reporting or supervisor to subordinate relationship exists.
- Related employees may have no influence over the wages, hours, benefits, career progress and other terms and conditions of the other related staff members.
- Employees who marry while employed, or become part of the same household are treated in accordance with these guidelines. That is, if a conflict arises as a result of the relationship, one of the employees may be transferred at the earliest practicable time.

Legal References:

Minn. Stat. § 124E.07 (UACS Board of Directors)

Minn. Stat. § 124E.14 (UACS – Conflicts of Interest)

Minn. Stat. § 363A (Human Rights)