Adopted: October 23, 2013
Revised: October 23, 2013

BLUESKY CHARTER SCHOOL POLICY No. 2.9
NEPOTISM

I.   PURPOSE

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

II.   POLICY STATEMENT

It is the policy of BlueSky Charter School 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.

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.

This policy does not constitute legal advice; any questions regarding this policy should be directed to your attorney.

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

Cross Reference: Policy 2.4.1 Conflict of Interest