



Confident Learners – Cross Cultural Navigators – Caring Community Builders

Adopted: _____ 2015 _____

Revised: October 15, 2024

Hennepin Schools (the “Charter School”)

POLICY No. 419

NEPOTISM POLICY

Purpose:

To clearly define the Hennepin Schools’ policy regarding the standards for close relatives working for the Hennepin Schools 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:

Hennepin Schools prohibits the employment of immediate family members of a board member, a school employee, or a teacher employed at the school unless the following stipulations are met:

1. The position is publicly posted for 20 business days; and
2. Two-thirds majority of the remaining BOD 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” is defined as a spouse, child, parent, sibling, grandparent, grandchild, aunt, uncle, first cousin, corresponding in-law, “step” relation or any member of the employee’s household.

Upon hiring and Board approval where applicable, Hennepin Schools 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 Hennepin Schools department, provided 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 in the opinion of the school 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 (Hennepin Schools Board of Directors)

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

Minn. Stat. § 363A (Human Rights)