

# Endeavor Charter School Policies and Procedures

Title: <b>Nepotism Policy</b>
Approval Date: 4/22/2019
History: 5/11/2015

## **POLICY STATEMENT**

In order to avoid conflicts of interest, favoritism or the appearance of favoritism, it is the policy of Endeavor Charter School not to hire relatives of current members of the Board of Directors, the School Administration, or other School employees with supervisory authority as employees or independent contractors. For the purpose of this policy, “relative” includes spouse, sibling, parent, child, grandparent, grandchild, step-, half-, and in-law relationships, as well as individual with a close personal relationship (like domestic partner, co-habitant, or significant other).

The ECS Board of Directors may authorize an exception to this policy only in the event good cause to do so is shown. Any such exception must be disclosed to and approved by the Board of Directors in a duly called open-session meeting after the Board has (1) actively evaluated the applicant’s credentials, and (2) established a structure to prevent and manage conflicts of interest.

The burden of disclosure of such a conflict of interest shall be on the applicable Board member, School Administrator, or employee with supervisory authority. If the requirements of this policy are complied with, ECS may employ the relative of any member of the Board, School Administrator, or ECS employee with supervisory authority.

This policy is specifically inapplicable to short-term substitute teachers. Nor does it apply to relatives already employed at the school.

Reference: N.C. Gen. Stat. § 115C-218.15