



POLICY 236

I. PURPOSE

- A. In accordance with Minnesota Statute 124D.10, Subd. 11 (c), this policy provides a process that defines the conditions under which members of the same family or household may be employed by Lakes International Language Academy (“the School”) without placing them in a real or apparent Conflict of Interest.

II. GENERAL STATEMENT OF POLICY

- A. It is the policy of the School to address the issue of nepotism while ensuring that the school complies with the Minnesota Human Rights Act. Employees and applicants for employment shall not be denied opportunities nor afforded opportunities because of their status as a family or household member of another employee.

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, child, sibling, 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, stepsister, stepbrother, half-sibling, or legal guardian. It also includes individuals 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.
- 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. The board can waive this policy IF:
 - 1. The position is posted publicly for 20 business days
 - 2. 2/3rds majority of remaining board directors who are not immediate family members of an applicant vote to approve the hiring
- D. A board member, school employee, or teacher under contract with a cooperative cannot be involved in the interview, selection process, hiring, supervision, or evaluation of an employee who is an immediate family member.

V. LEGAL REFERENCES

- A. Minn. Stat. 124 D.10 (Charter Schools)

B. Minn. Stat. 363A (Human Rights)

REVISION HISTORY

Date	Status		Date	Status		Date	Status
09/19/14	Adopted		10/09/18	Amended		09/10/24	Amended