



**Art & Science Academy Charter School
NEPOTISM POLICY**

Nepotism Policy

A. No employee of the school district shall be assigned to a position in which that employee is directly supervised by a relative. Relatives under this policy include the following relationships: the employee's spouse or ex-spouse, domestic partner, child, domestic partner's children, mother, father, brother, sister, step-family, aunt, uncle, mother-in-law, father-in-law, daughter-in-law, son-in-law, brother-in-law, sister-in-law, grandparents and grandchildren of the employee spouse or member of the employee's household, other than roommates.

B. This policy does not apply to those employees who are hired to be casual; substitute, seasonal or temporary employees.

C. The Board of Education recognizes that specific child, school or legal demands may call for exceptions to this policy. If situations arise the Board of Directors will be notified, and the Executive Director (or their designee) will be responsible for administering these situations. When the conflict of interest cannot be eliminated through alternative arrangements, the hire will not be approved.

D. Employees must notify their supervisor if any family member applies for a position for which they will directly supervise. In such instances, the supervising employee has a duty to cooperate in making alternative arrangements.