

Policy 5101 ~ RISE Charter School Nepotism

Rise Charter School welcomes the opportunity to hire and retain qualified employees who are related to one another by blood or marriage. However, since such relationships can create issues in the workplace, including suspicions of favoritism, it is the policy of RISE Charter School that:

1. Any employee of RISE Charter School who has or acquires a familial relationship (as defined below) with another employee shall be required to report such relationship to the Executive Director and Board of Directors so that the Board may be aware of any potential nepotism occurring within hiring and/or supervision.
2. Any employee of RISE Charter School who has or acquires a familial relationship (as defined below) with another employee shall not have any direct or indirect administrative or operational authority (e.g., setting their salary, determining their hours or vacation) over the other person. This prohibition means that a person cannot hire or supervise a family member; for example, the Principal cannot supervise or evaluate a teacher who is a family member.
3. An employee of RISE Charter School cannot use his/her authority or position with the School to benefit or to disadvantage another employee if they are in a familial relationship. Although all such potential misuses of authority cannot be listed here, one example is an employee signing/approving a check payable to another employee if they are family.
4. In accordance with the School's Director Spouse Employment policy (Policy 1615), any board member who has a familial relationship must recuse themselves from any board discussions or decisions involving, or that may directly benefit, that person.

Definitions:

“Familial relationship” within the meaning of this policy means two employees (or an employee and a job applicant) in the relationship of husband, wife, father, mother, brother, sister, son, daughter, uncle, aunt, nephew, niece, grandfather, grandmother, grandson or granddaughter, or any of those relationships arising as a result of marriage (for example, brother-in-law).

Cross References:

Policy 1615 Director Spouse Employment

Legal References:

I.C. § 33-507 Limitation Upon Authority of Trustees

Policy History

Adopted on:

Revised on:

Reviewed on: