



Making something amazing.

**Adopted: 11-5-17**

## **435 EMPLOYEE NEPOTISM**

### **I. PURPOSE**

The purpose of this policy is to establish consistent employment guidelines and to prevent situations where an individual may have or be perceived to have unfair influence over the career development, work assignments or work direction, performance reviews, or compensation of a family member who is directly employed by The Studio School.

### **II. GENERAL STATEMENT OF POLICY**

- A. No employee or independent contractor of the School District shall be assigned to a position in which that employee is directly supervised by another employee who is (1) a member of his or her immediate family (parent, spouse, child, or sibling); (2) an in-law; or (3) a member of the employee's household.
- B. This policy does not apply to those employees who are hired to be casual; substitute or temporary employees and whose total days worked do not exceed sixty (60) days in a fiscal year.
- C. The Board of Education recognizes that specific child, school or legal demands may call for exceptions to this policy. If situations arise the Executive Director or his/her designee will be responsible for administering these situations.
- D. In the event that marriage or adoption of an employee or of a member of an employee's family or household places his or her assignment in conflict with this policy, transfers or other actions required to achieve compliance may be delayed until completion of the school year in which the conflict arises.
- E. The provisions of this policy shall not apply to any assignment made prior to the adoption of this policy by the Board.

#### ***Legal References:***

Minn. Stat. § 124D.10 Subd. 11(c)