438 NEPOTISM

I. PURPOSE

To establish and define a Board policy regarding nepotism.

II. GENERAL STATEMENT OF POLICY

No individual or independent contractor shall be assigned or reassigned to a position in a department, special program, location or school where a member of such individual or independent contractor's family has direct supervisory responsibility over that individual or independent contractor.

Direct supervisory responsibility means the authority to make, participate in, or recommend employment and/or compensation related decisions involving a family member, including but not limited to, decisions concerning hiring, promotion, transfer, discipline, termination, salary, evaluation, grievance resolution, or other similar personnel actions.

For the purposes of this policy, "family members" include: father, mother, stepfather, stepmother, daughter, son, stepdaughter, stepson, foster son, foster daughter, husband, wife, son-in-law, daughter-in-law, great grandfather, great grandmother, grandfather, grandmother, brother, sister, stepbrother, stepsister, great grandson, great granddaughter, grandson, granddaughter, spouse's grandfather, spouse's grandmother, father-in-law, mother-in-law, brother-in-law, sister-in-law, uncle, aunt, nephew, niece, or any member of the supervisor's household.

For the purposes of this policy, an adopted child, stepchild or foster child is treated as the natural child of his/her parents.

In the event that marriage, adoption or foster child placement of an employee or a member of an employee's family or household places his/her assignment in conflict with this policy, reassignments or other actions required to achieve compliance may be delayed until completion of the school year in which the conflict arises if deemed prudent by the Superintendent.

This policy shall not be interpreted to restrict the rights of students to enroll in or be assigned to classes taught by family members.

Legal References: Minn. Stat Ch. 363A

(Minnesota Human Rights Act)

42 U.S. C. §2000e et seq.

(Title VII of the Civil Rights Act)

Cross References: MSBA/MASA Model Policy 401

(Equal Employment Opportunity)

Policy Adopted May 2013

Revised: Dec 2018

Independent School District No.110

Waconia MN