

ISSUE: NEPOTISM

Over the years there have been a series of problematic situations involving nepotism in employment in charter schools. To address these problems, the legislature enacted a requirement that charter school boards adopt a nepotism policy for employment. MN Statute 124E.07 Subd. 06: *“The board shall adopt a nepotism policy.”*

The legislation did not outline specific criteria or a process for charter schools boards based on the belief that people understood that a nepotism policy means to: *“dictate if and how family members can work together within an organization and the limits on interaction between in the workplace and organization, as well as with people who interact with the organization”*.

The belief that everyone understands the definition of a nepotism policy was mistaken to some degree given that there continue to be a series of situations that are problematic.

SOLUTION: PROVIDE GUIDANCE ON NEPOTISM POLICY REQUIREMENT

To address the fact there is still a lack of understanding of what a nepotism policy is to address, and that there are conflicts of interest are still a problem, as well as a lack of transparency in the employment of family members in some charter schools, the Association:

- supports legislation that would prohibit employment of immediate family members of a board member, a current school employee, or a teacher who provides instruction under a contract between the school and a cooperative, unless the board waives this policy if;
 1. the position is publicly posted for 20 business days,
 2. two-thirds majority of the board of directors vote to approve the hiring prior to the offer of employment,
 3. the board member, school employee, or teacher under contract with a cooperative must not be involved in the interview, selection process, hiring, supervision, or evaluation of an employee who is an immediate family member.

For more information on this Issue & Solution, contact:

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