

Policy 426

Nepotism



HEARTLAND LAKES COMMUNITY SCHOOL EXISTS TO EMPOWER SCHOLARS TO:
 BRAVELY LIVE THEIR TRUTH,
 TO BECOME WISE STEWARDS OF THE LAND AND RESOURCES
 AND TO IGNITE LASTING CURIOSITY THAT LEADS TO POSITIVE CHANGE IN THEIR SCHOOL, THEIR COMMUNITIES, AND THEMSELVES.

Adoption:	December 16, 2024
Revision History	
Last Board Review: December 16, 2024	
Next Board Review: December 2027	
Review Frequency: Every 3 Years (per Policy 208)	

I. PURPOSE

Charter schools are required to have a Nepotism Policy (MN Statute 124E.07 Subd. 06). The purpose of this document is to provide Heartland Lakes Community School's policy on nepotism.

II. GENERAL STATEMENT OF POLICY

It is the policy of Heartland Lakes Community School to address the issue of nepotism while ensuring that the school complies with the Minnesota Human Rights Act (MN Statute 363A).

III. DEFINITIONS

For purposes of this policy, the following terms have the meaning given them in this section:

- A. "Nepotism" means the inappropriate action regarding appointment, employment, promotion or the advocacy of such action, by a public official in a position to influence directly or indirectly, these personnel decisions.
- B. "Immediate family member" for this policy means any relationship by blood, marriage, adoption, or partnership of spouses, parents, grandparents, siblings, children, first cousins, aunts, uncles, grandchildren, nieces, and nephews. (MN Statute 124E.02 g)

IV. POLICY

- A.** Employees and independent contractors or consultants will be hired based on meeting the objective criteria established by the administration for the position or the contract.
- B.** Per MN Statute 124E subd. 6b, the employment of immediate family members of a board member, a school employee, or a teacher who provides instruction under a contract between the charter school and a cooperative is prohibited.

V. WAIVER OF POLICY (MN Statute 124E subd. 6b)

- A.** The board may waive this policy if:
 - 1.** the position is publicly posted for 20 business days; and
 - 2.** a two-thirds majority of the remaining board of directors who are not immediate family members of an applicant vote to approve the hiring.
- B.** In an event where the Board elects to waive this policy:
 - 1.** A board member, school employee, or teacher under contract with a cooperative must not be involved in an interview, selection process, hiring, supervision, or evaluation of an employee who is an immediate family member.
 - 2.** If an immediate family member is hired, the relevant leader must make clear who that employee's supervisor is and how they will be evaluated, and show how their immediate family member is not, and would not be, supervising or evaluating them.
 - 3.** In accordance with MN Statute 124E.07 Subd. 3(e), if an immediate family member of a board member is offered a position, in order to accept, the board member must step down from their role with the board of directors.

Note: The applicability and enforceability of this policy 426 is limited to, and qualified by, Minnesota or Federal law that, at the time any such circumstance within the scope of the policy arise, may be contrary to some aspect or all of the policy.