Endeavor Charter School Policies and Procedures

Title: **Nepotism Policy**
Approved: May 11, 2015
History: 00/00/000

POLICY STATEMENT

In order to avoid conflicts of interest, favoritism or the appearance of favoritism, it is the policy of Endeavor Charter School not to hire relatives of current members of the Board of Directors or the School Administration as employees or independent contractors. For the purpose of this policy, "relative" includes spouse, sibling, parent, child, grandparent, grandchild, step-, half-, and in-law relationships, as well as individual with a close personal relationship (like domestic partner, co-habitant, or significant other).

Any exception to this policy must be authorized by the Board of Directors after the Board has (1)actively evaluated the applicant's credentials, and (2)established a structure to prevent and manage conflicts of interest. Further, before the hiring is official, the School must notify the Department of Public Instruction of the hire.

This policy is specifically inapplicable to short-term substitute teachers. Nor does it apply to relatives already employed at the school.

I understand and agree to follow this policy:

_____ _____ _____

Printed Name Signature Date