



Nepotism Policy

In accordance with the Charter Agreement and N.C.G.S. 55A-8-31, the board recognizes that the employment of immediate family can cause various problems including but not limited to charges of favoritism, conflicts of interest, family discord and scheduling conflicts that may work to the disadvantage of both the School and its employees. It is the goal of the School to avoid creating or maintaining circumstances in which the appearance or possibility of favoritism, conflicts or management disruptions exist. For the purposes of this policy the term "relative" shall include the following relationships: relationships established by blood, marriage, or legal action.

For the purposes of this section, the term "immediate family member" is as set forth in N.C.G.S. Section 115C-12.2 and means a spouse, parent, child, brother, sister, grandparent, or grandchild. The term includes the step, half, and in-law relationships. The term also includes domestic partners (a person with whom the employee's life is interdependent and who shares a common residence) and, a daughter or son of an employee's domestic partner.

The School may allow existing personal relationships to be maintained or employ individuals with personal relationships to current employees under the following circumstances:

1. No voting members of the Board or Directors shall be an employee of a for-profit organization that provides substantial services to the school for a fee;
2. No employee of the charter school shall be a voting member of the Board of Directors;
3. No employee shall be an immediate family member of a voting member of the Board of Directors;
4. They may not create a supervisor/subordinate relationship with a family member;
5. They may not supervise or evaluate a family member;
6. The relationship will not create an adverse impact on work productivity or performance;
7. The relationship may not create an actual or perceived conflict of interest;
8. They may not audit or review in any manner the related individual's work;
9. They may not be employed if a member of the employee's immediate family (spouse, children, parents, grandparents, brothers, sisters, step-family members, in-law family members) serves on any Board Committee which has authority to review or order personnel actions or wage and salary adjustments which could affect his/her job.
10. No teacher or staff member that is immediate family of the Managing Director shall be hired without the Board evaluating their credentials, establishing a structure to prevent conflicts of interest, and notifying the Department of Public Instructions (NCDPI), with evidence that this process has occurred.
11. Before any immediate family of a School employee with supervisory authority shall be employed or engaged as an employee, independent contractor, or

otherwise by the Board of Directors in any capacity, such proposed employment or engagement shall be:

- a. Disclosed to the Board of Directors; and
- b. The Board of Directors must approve the hiring or contract in a duly called open session meeting.

No personal employee relationship covered by this policy will be allowed to be maintained, regardless of the positions involved, if it creates a disruption or potential disruption in the work environment, creates an actual or perceived conflict of interest or is prohibited by any legal or regulatory mandate.

This policy must be considered when electing, hiring, promoting or transferring any employee, and any action must be discussed and approved by the board of directors in a duly called open-session meeting.

Should relationships addressed within this policy be identified with either candidates for employment or, current employees, the matter should be immediately reported to the Managing Director and/or Board of Directors and the following policies and procedures will be followed:

- A determination will be made whether the relationship is subject to the organization's Nepotism policy based on the conditions described above.
- If the relationship is determined to fall within one or more of the conditions described in this policy the Managing Director in consultation with the affected employees and/or the Board of Directors will attempt will to resolve the situation through the transfer of one employee to a new position or identifying some other action (e.g., supervisory reassignment) which will correct the conflict or issue identified. If accommodations are not feasible then, with affected employee suggestions, the Managing Director in consultation with the organization's Board of Directors shall determine which employee must resign in order to resolve the situation.

The School reserves the right to exercise appropriate managerial judgment to take such actions as may be necessary to achieve this intent of this policy.

The burden of disclosure of such personal relationships covered in this policy shall be on the applicable Board member, Managing Director, or employee with supervisory authority. If the requirements of this policy are complied with, the School may employ the immediate family of any member of the Board or a School employee with supervisory authority consistent with this policy and applicable law.

It is the responsibility of every employee to identify to the organization's Principal/Managing Director any potential or existing personal relationship, which falls under the definitions provided in this policy. Employees who fail to disclose personal relationships covered by this policy will be subject to disciplinary action up to and including the termination of employment.

Revised: September 25, 2025