**NEPOTISM POLICY**

**1. Overview**

Old Main STREAM Academy (OMSA) nepotism policy establishes that individuals can’t supervise, discipline, work with, or have any influence over the recruitment, salary or promotion of a close relative.

**2. Purpose**

The purpose of this policy is to avoid favoritism, the appearance of or potential for favoritism, and conflicts of interest and loyalty often associated with nepotism.

**3. Scope**

This policy applies to both full-time and part-time, contracted, regular and temporary staff, and to others with associations that involve employment at Old Main STREAM Academy.

**4. Policy**

Old Main STREAM Academy shall not hire employees, vendors, or other service providers for pay who are “close relatives” of any existing Old Main STREAM Academy employee (faculty or administrative staff) or member of the current Board of Directors, without prior approval of the Board. A “close relative” is defined as a spouse, child or stepchild, parent or stepparent or parent-in-law, or grandchild or grandparent, regardless of whether the familial relationship is by blood, marriage, or adoption. The Board will only make rare exceptions to this policy when the employee or vendor candidate being considered is the best qualified to fill a position and other similarly qualified candidates are not available in our community. However, under no circumstances shall a family member supervise, discipline, or make recommendations concerning promotion or salary increases for a close relative.

This policy also refers to the following statute. This statute is located in section (b)(2) from statute 115C-218.15.

A requirement that before any immediate family, as defined in G.S. 115C-12.2, of any member of the board of directors or a charter 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 (i) disclosed to the board of directors and (ii) approved by the board of directors in a duly called open-session meeting. The burden of disclosure of such a conflict of interest shall be on the applicable board member or employee with supervisory authority. If the requirements of this subsection are complied with, the charter school may employ the immediate family of any member of the board of directors or a charter school employee with supervisory authority.

This policy also refers to section 4.3 of the Charter Agreement. This section is listed below.

4.3. The Nonprofit board of directors shall adopt and ensure compliance with a conflict of interest and anti-nepotism policy. This policy shall include, at a minimum, the following provisions:

1. No voting member of the governing board shall be an employee of a for-profit company that provides substantial services to the charter school for a fee.

2. (a) Prior to employing any immediate family, as defined in G.S. 115C‑12.2, of any member of the board of directors or a charter 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: (i) disclosed to the board of directors and (ii) approved by the board of directors in a duly called open‑session meeting. (b) The burden of disclosure of such a conflict of interest shall be on the applicable board member or employee with supervisory authority. If the requirements of this subsection are complied with, the charter school may employ the immediate family of any member of the board of directors or a charter school employee with supervisory authority.

3. A requirement that a person shall not be disqualified from serving as a member of a charter school's board of directors because of the existence of a conflict of interest, so long as the person's actions comply with: a. the school's conflict of interest policy established as provided in this subsection; and b. applicable law 2018

4. No teacher or staff member that is immediate family of the chief administrator shall be hired without the board of directors evaluating their credentials, establishing a structure to prevent conflicts of interest, and notifying the Department, with evidence, that this process has occurred.

5. The requirements of Chapter 55A of the General Statutes related to conflicts of interest.

**5. Enforcement**

It shall be the responsibility of the OMSA School Principal and Board of Directors to administer this policy for OMSA personnel.

**6. Distribution**

This policy is available to all Old Main STREAM Academy staff and the general public on the Old Main STREAM Academy website.

**7. Policy Version History**

| Version | Date | Description | Approved By |
| --- | --- | --- | --- |
| 1.0 | 11/19/2018 | Initial Policy Adopted | OMSA Board |
| 1.0 | 06/17/2019 | Reviewed/Affirmed | OMSA Board |
| 1.0 | 03/25/2020 | Reviewed/Affirmed | OMSA Board |