



OSHKI
OGIMAAG

Oshki Ogimaag Community School

Adopted: 11/21/13

Revised: 08/21/24

POLICY No. 21

NEPOTISM POLICY

I. PURPOSE

The purpose of this policy is to clearly define OSHKI OGIMAAG CHARTER SCHOOL'S policy regarding employment of immediate family members of Oshki Ogimaag Charter School Board members, school employees, and/or teachers providing instruction at Oshki Ogimaag Charter School, and to ensure compliance with all applicable state and federal laws, including Minn. Stat. 124E.07, Subd.6, with respect to employment of immediate family members of Oshki Ogimaag Charter School Board members, school employees, and/or teachers providing instruction at Oshki Ogimaag Charter School.

Minnesota Statute 124E.02(g) defines “immediately family members” as any relationship by blood, marriage, adoption, or partnership of spouses, parents, grandparents, siblings, children, first cousins, aunts, uncles, grandchildren, nieces, and nephews.

II. GENERAL STATEMENT OF POLICY

It is the policy of **Oshki Ogimaag Charter School Board** to prohibit the employment of immediate family members as defined by Minn. Stat. 124E.07(g) of a Board member, a school employee, or a teacher providing instruction at Oshki Ogimaag Charter School.

- a) The **Oshki Ogimaag Charter School 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) An **Oshki Ogimaag Charter School Board** member, school employee, or teacher providing instruction at Oshki Ogimaag Charter School, must not be involved in an interview, selection process, hiring, supervision, or evaluation of an employee who is an immediate family member.