

RIVER MILL ACADEMY NEPOTISM POLICY-Revision 1

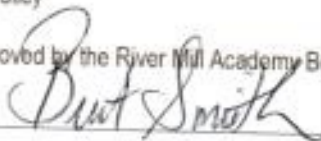
The River Mill Academy Board of Directors recognizes that there are times when the most qualified candidate for a particular vacant position might be related to a current employee of River Mill Academy. The board further recognizes that an educational institution functions best when all staff members are free of situations which might encourage conflicts of interest in the supervision and evaluation of employees. The following guidelines shall be established to eliminate the possibilities of conflicts existing in the direct supervision and evaluation of an employee:

Nepotism:

1. No voting member of the board shall be an employee of a for-profit company that provides substantial services to the charter school for a fee. Before any immediate family (as defined in G.S. 115C-12.2) of any board member or 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 disclosed to the board of directors and, approved by the board of directors in a duly called open session meeting.
2. No administrator or employee shall directly supervise or evaluate an employee in that administrator's immediate family. For purpose of this policy, "immediate family" shall refer to father, mother, sister, brother, daughter, son, spouse, daughter-in-law, son-in-law, sister-in-law, father-in-law, grandparent, grandchild, step-parent, step-sister, step-brother, or guardian.
3. No member of the immediate family of an employee will be shown preference for employment in either a temporary or permanent position because of that family relationship. No employee shall recommend the employment of immediate family without disclosure to the principal or designee.
4. No employee of the charter school shall be immediate family (as defined in G.S. 115C-12.2) to any member of the River Mill Academy Board of Directors.
5. No employee of the charter school, whether hired by the board of directors or a management company, shall be a voting member of the River Mill Academy Board of Directors.
6. 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.
7. This policy does not prohibit the continued employment of individuals who are employed at River Mill Academy in any position at the time of the initial adoption of this policy by the River Mill Academy Board of Directors.

Nepotism Policy

Approved by the River Mill Academy Board of Directors



Chairperson

5-26-2020

Date