

Southwest Georgia STEM Charter School

Policy P1: Nepotism

Adopted: July 30, 2020

The Governing Board of Southwest Georgia Stem Charter hereby adopts the following policy regarding nepotism which shall be effective on the date the policy is adopted by the Board.

1. For the purposes of this policy, the term “immediate family member” means a spouse, child, sibling, or parent or the spouse of a child, sibling, or parent.
2. Decisions about hiring, promoting, evaluation, compensation and termination employees shall be based on qualifications for the position, ability
3. This policy shall only apply to hiring decisions and Board Appointments made after the adoption of this policy.
4. No person shall be eligible to be appointed or employed, or to serve as school leader, CFO, assistant principal, or administrative staff who has an immediate family member sitting on the Board.
5. No person who has an immediate family member sitting on the Board or serving as School Leader or as a principal, assistant principal, or system administrative staff shall be eligible to serve as a member of the Board.
6. Nothing in this policy shall affect the employment of any person who was employed prior to August 1, 2020, or who is presently employed if an immediate family member becomes the Superintendent.
7. Nothing in this policy shall prohibit a board member who is related to current staff from serving on the Board if the relationship is duly disclosed and the board member appropriately excuses himself or herself from discussion and decisions which may present an actual or potential conflict of interest.
8. Employees are required to disclose changes in their personal situations, which may be covered by this policy.
9. This policy is intended to ensure effective supervision, internal discipline, security, safety and positive morale in the workplace. It also seeks to avoid the perception of favoritism, conflicts in loyalty, and discrimination.