

## **2.1215 ANTI-NEPOTISM**

Legal References: ~~14; 143B-421.~~  
~~G.S. 115C-12.2~~  
~~16 N.C.A.C. 6C .0313~~  
G.S.115-218.15  
Section 4.3 Charter School Agreement

Cross-References: 2.1210 BOARD MEMBER CONFLICT OF INTEREST  
7.1000 RECRUITMENT AND SELECTION OF PERSONNEL

The Falls Lake Academy Board of Directors are committed to operating well within the established guidelines and legal frameworks incumbent upon charter schools, including the prohibition against the practice of nepotism, both in hiring and in Board relations. To that end, the Board adopts and establishes this policy outlining procedures and practices to ensure that both the spirit and the letter of the law are respected and upheld.

### **GENERAL PRINCIPLES**

1. No employee of Falls Lake Academy shall be an immediate family member (as defined in G.S. 115-218.15) of any member of the Falls Lake Academy Board of Directors.
2. No employee of Falls Lake Academy, whether hired by the FLA Board of Directors or by a management company providing services to FLA, shall be a voting member of the FLA Board of Directors.
3. When making recommendations for the selection and assignment of personnel, administrators shall attempt to avoid situations in which one employee or Board member occupies a position in which he or she has influence over the employment status, including hiring, salary, and/or promotion, of another employee who is a member of the first employee's or Board member's family. The Board recognizes, however, that the FLA community is a small subset of a small community, and such avoidance may not always be either practical or advisable when seeking the best possible employees for open positions. Therefore, when a member of a Board member's or FLA administrator's family is deemed the best possible applicant for an open position from among the pool of available applicants, the recommending administrator(s) shall make all documentation outlining his/her recommendation decision available to the Board and the Board member and/or administrator shall recuse himself/herself/themselves from the closed session(s) and discussion(s) in which the Board considers the recommendation to hire that applicant.

If an applicant who is related to an FLA administrator is vetted through this process and is approved by the Board absent the recused Board member(s) and/or administrator(s), the Board shall name a second employee to serve as an additional contributing supervisory presence over the new employee in addition to the FLA administrator in question, who shall retain primary responsibility for the new employee's supervision as though he/she were not related to the new employee. The second employee so named shall have no actual supervisory responsibility over the new employee other than that which he/she may have had already, but shall be responsible for advising the FLA administrator who supervises his/her family member on any impropriety or appearance of same with regard to possible favoritism or undue discrimination.

4. No teacher or other staff member who is an immediate family member of the FLA chief administrator or any FLA Principal shall be hired without a direct examination and evaluation of their credentials by the FLA Board of Directors separate and apart from any such examination and evaluation conducted by the recommending administrator(s). When the Board accepts an administrative recommendation to approve the hiring of such an individual, the Board shall establish a structure to prevent conflicts of interest and notify the NC Department of Public Instruction's Office of Charter Schools, in accordance with DPI regulations, to show that this process has been established. Such notification shall include evidence to demonstrate compliance with this regulation.