

Nepotism Policy

Date of Adoption: July 18, 2018

Legal Reference: N.C.G.S. 115C-12.2, G.S. 115C-218.15

Section 4.3 Charter Agreement

Background and Purpose. The purpose of this nepotism policy is to protect the interests of Socrates Academy when it is contemplating entering into an arrangement with an immediate family member of a member of the Board of Directors (the “**Board**”) or an employee of Socrates Academy. This policy is intended to supplement but not replace any applicable state laws governing nepotism applicable to nonprofit and charitable corporations.

NEPOTISM POLICY.

The Policy shall be as follows:

1. Before any immediate family, as defined in G.S. §115C-12.2, of any member of the Board or a charter school employee with supervisory authority shall be employed or engaged as an employee, independent contractor, or otherwise by the Board in any capacity, such proposed employment or engagement shall be:

- (i) disclosed to the Board and
- (ii) approved by the Board 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, Socrates Academy may employ the immediate family of any member of the Board or a Socrates Academy employee with supervisory authority.

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

The term “immediate family member” means a spouse, parent, child, brother, sister, grandparent, or grandchild. The term includes the step, half, and in-law relationships.