

**TITLE: MCS Governance Board Policy A-004: Nepotism**

**LEGAL REFERENCE:**

22-8B-10 NMSA 1978	Charter Schools; Employees
22-10A-1 NMSA 1978	School Personnel Act

**PURPOSE:**

The McCurdy Charter School (MCS) Governance Board recognizes that decisions about hiring, promoting, evaluating, awarding salary increases, and terminating employees should be based on qualifications for the position, ability, and performance. The Nepotism Policy works to avoid favoritism, the appearance of favoritism, and conflicts of interest in employment decisions, and contributes to effective supervision, internal discipline, security, safety, and positive morale in the workplace.

**POSITION:**

No person will be hired or transferred or promoted to a position if that hire, transfer or promotion would create a real or perceived conflict of interest, or if that hire, transfer or promotion would result in the direct supervision of one relative by another in the following list:

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Father (natural or step)	Father-in-law
Mother (natural or step)	Mother-in-law
Wife	Husband
Brother (natural or step)	Brother-in-law
Sister (natural or step)	Sister-in-law
Son (natural or step)	Son-in-law
Daughter (natural or step)	Daughter-in-law
Grandparent (natural or step)	Grandchild (natural or step)

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MCS will not hire any person, for any position, if the individual is related (through the above listed categories) to any member of the MCS Governance Board, the MCS Director or the MCS Business Manager.

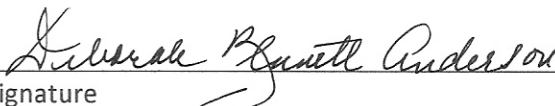
In addition, MCS will not hire, transfer or promote a person to any position if the individual is in a romantic relationship with the Director or any other relationship that might compromise the Director's objectivity.

**REVIEW:**

This policy shall be reviewed in accordance with the MCS Governance Board Policy Review Process.

**RESPONSIBLE OFFICE:** MCS Policy & Bylaws Committee Chairperson

**DATE ADOPTED:** 062512

  
 Signature \_\_\_\_\_ Date Signed 6/25/12  
 MCS Governance Board Chairperson

**RELATED DOCUMENTS:**

**REVISIONS:**

Date	Modification and why
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**MCS KEY WORDS OR RELATIONSHIP:** nepotism