

Employment of Relatives Policy

I. Anti-Nepotism

No close relative of any member of Under Construction Educational Network (UCEN), the governing board of Oasis Charter Public School (Oasis) or its employees, shall be employed by Oasis Charter Public School in any capacity, except with the following provisions:

A. If existing employees become close relatives during employment, in no case will the employees remain in a capacity in which one would serve as an assistant and/or subordinate to the related employee. No Oasis employee may participate in the supervision or evaluation of a close relative employee as defined below.

II. Definition of a Close Relative

A. For purposes of this policy, close relative is defined as: spouse; registered domestic partner; natural, step, or foster mother or father; natural, step, or half-sister or brother; natural, step, foster child or grandchild; guardian or ward; natural, step, or foster grandparent; or the spouse of any of the above listed relatives, including in-laws, blood, or anyone legally related.

III. A. The UCEN Board shall retain the right to move, reassign, or transfer individuals when a conflict arises, and to act to reasonably assure that assignments will not create conflict.