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## ANTI-NEPOTISM POLICY

### I. Anti-Nepotism

No close relative of any member of the Governing Board of Oasis Charter Public School (“Oasis”), or its employees, shall be employed by Oasis in any capacity, except with the following provisions:

- A. The proposed employee makes less than \$36,500.00 during any fiscal year, effective November 1, 2017; and
- B. The proposed employee is clearly the most qualified and is not displacing a potential employee of equal or better qualification.

If existing employees become close relatives during employment, and in the case of a close relative employed as described above, 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 process of supervision or evaluation of the close relative employee as defined below.

School administrators responsible for recruiting and interviewing potential employees shall seek the best person available for the position.

### II. Definition of Close Relative

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 or foster child or grandchild; guardian or ward; natural, step or foster grandmother or grandfather; or the spouse of any of the above listed relatives.

Adopted: By the UCEN Board of Directors on October 24, 2017.

Amended: NONE