

CHAVEZ HUIERTA

K-12 PREPARATORY ACADEMY

Book	CHPA Board Policy Manual
Section	Chapter 5 Human Resources
Title	BP 5190 Nepotism
Number	BP 5190
Status	Active
Legal	Chavez/Huerta K-12 Preparatory Academy Board of Directors CHPA Bylaws, paragraphs 8.4, 8.4.1 and 8.4.2
Adopted	Tuesday, October 8, 2019
Last Reviewed	Thursday, October 03, 2019

Chavez/Huerta K-12 Preparatory Academy, CHPA, does not prohibit the employment of relatives, with the exception that they shall not be assigned to a position of employment that has an immediate family member who is in a position to supervise, recommend or influence personnel decisions.

Personnel decisions include appointment, retention, evaluation, work assignment, promotion, demotion, disciplinary action, or salary of the relative.

Immediate family means spouse, parents, grandparents, siblings, children, grandchildren, aunts, uncles and in-laws to also include step-relatives of the above.

CHPA retains the right to reassign or transfer supervision to an appropriate person to eliminate the potential for creating an adverse impact on supervision, safety, security, or morale, or involves other potential conflicts of interest identified in AP 5190.

In extenuating circumstances, the CHPA Board of Directors may approve an exception to this policy which include the specific guidelines outlined in AP 5190.

Last Revised Tuesday, October 08, 2019