

NEPOTISM POLICY

The Lionheart Classical Academy (LCA) Board of Trustees desires to provide full transparency of familial and other relationships to avoid conflicts of interest and nepotism or the appearance of such conflicts.

Therefore it shall be the policy that LCA employees, faculty, staff, teachers, or independent contractors may not serve on the Board of Trustees in order to prevent conflicts of interest.

Additionally, no member of the Board of Trustees to include the member *ex-officio* Executive Director shall directly hire, evaluate, set the compensation or salary for, supervise, or terminate the employment of any full-time or part-time employee, temporary employee if such employee is defined as a “relative” according to NH Code 21-G:26-a:

- I. Spouse;
- II. Parent by birth or adoption;
- III. Son or daughter by birth or adoption;
- IV. Stepson or stepdaughter;
- V. Brother or sister by whole or half blood or by adoption; or
- VI. Mother-in-law, father-in-law, sister-in-law, brother-in-law, daughter-in-law, or son-in-law.

In cases wherein the school or Corporation shall directly employ the child, parent, or spouse of a Trustee as a full-time, paid employee, the Trustee in question shall resign within sixty (60) days of an accepted offer of employment or within forty-five (45) days of the employee’s first day of full-time employment, whichever comes sooner. *See BCB Conflict of Interest Policy.*

Family members as described may not be employed under the same immediate supervisor, defined as the authorized evaluator, for that employee without Board of Trustee notification and approval.

Employees hired prior to the adoption of this policy are exempt from this guideline except when the proximity of relatives is found to be creating problems.

LCA Policy Committee Approved: 6/3/2024

LCA Board Approved: 7/11/2024