



3003 A

Definitions: Nepotism

Regulation 3003 A

Original Adoption: 01/14/2014

Effective Date: 01/15/2014

Revision Dates:

Review Dates:

I. PURPOSE

The purpose of this regulation is to establish definitions for terms used in the nepotism policy of Minneapolis Public Schools.

II. DEFINITIONS

A. “Administrative or supervisory responsibility” shall mean the authority in the interest of the District to do any of the following activities with respect to another employee or contractor of the District, if the exercise of the authority is not of a routine or clerical nature, but requires the use of independent judgment:

1. Hire
2. Set salary
3. Transfer
4. Suspend
5. Lay off
6. Recall from Lay off
7. Promote
8. Discharge
9. Assign
10. Reward
11. Discipline
12. Direct the work performed
13. Adjust the grievances
14. Recommend any of the above actions.

B. “employed” shall mean all forms of employment arrangements including, but not limited to:

1. Regular full-time employment;
2. Regular part-time employment;
3. Temporary full-time employment;
4. Temporary part-time employment;
5. Employment while a student of the district.

C. “related person” shall mean

1. Family Relationships, whether by blood, marriage, or adoption: including, but not limited to:
 - a) Spouse, son or daughter,
 - b) Father, mother, sister, brother;
 - c) Grandfather, grandmother, grandson, granddaughter, including in-law relationships;
 - d) Father, mother, son, daughter, sister or brother of spouse



- e) Spouse of son or daughter of individual or individual's spouse;
 - f) Grandmother, grandfather, grandson, granddaughter of spouse;
 - g) Great-grandfather, great-grandmother, uncle, aunt, spouse of brother or sister; niece, nephew, great-granddaughter, or great-grandson of individual or individual's spouse.
2. Household Relationships, whether registered as domestic partnerships or not, when the individual resides with another employee, including but not limited to :
- a) Domestic partner;
 - b) Roommate;
 - c) Son, daughter, father or mother of person in relationship;
 - d) Brother, sister, or the spouse of either, of person in relationship;
 - e) Grandmother, grandfather, aunt or uncle of person in relationship;
 - f) Great-grandmother, great-grandfather, grandson, or granddaughter of person in relationship
 - g) Nephew, niece, great-grandson or great-granddaughter of person in relationship
- D. "Willful breach" means any of the following:
- 1. Failure to disclose a relationship to a related person during an application process when inquiry is made;
 - 2. Failure to disclose a relationship to a related person when applying for transfer, promotion or demotion;
 - 3. Failure to disclose a relationship to a related person when reassigned or transferred at the act of another;
 - 4. Failure to disclose a relationship to a related person when a relationship is established after employment, transfer, promotion, demotion, reassignment has occurred or is scheduled to occur;
 - 5. Failure to report disclosures of relationships to one's supervisors;
 - 6. Failure to report exceptions granted to one's supervisors.

Cross References:

MPS Policy 3000 (Conflicts of Interest and Fiduciary Duty)

MPS Policy 3003 (Nepotism)