

### **Policy 4112.8**

Notwithstanding the customary employment practices outline in policy #411 "Appointment," the following shall govern conflict of interest in staff employment and the appointment of persons described in paragraphs 1, 2 and 3 below:

1. No relative of any member of the Board of Trustees, by blood or marriage, shall be employed by Jumoke Academy, Inc.
2. Persons related by blood or marriage to members of the administrative staff shall not be appointed to a position that is in a line relationship involving supervision and evaluation of the position.
3. Members of the same family may be employed at the same department or work location when approved in writing by the Executive Director or the Executive Director's designee (Exception: members of the same family shall not be approved in direct line of supervision.) designee (Exception: members of the same family shall not be approved in direct line of supervision.)