



Vision Statement

One day, all girls will have access to **great opportunities** in education.

Mission Statement

G.O. B.I.G. will provide an immersive STEM education for girls, fostering their academic achievement, entrepreneurial mindset, character development, social responsibility, and, ultimately, preparing them to excel in college and the world beyond.

POLICY

3.004 G.O. B.I.G. CONFLICT OF INTEREST AND NEPOTISM

A. Conflict of Interest Policy

G.O. B.I.G. recognizes that conflicts of interest that exist in any organization can contribute to potential disruptions in the work environment. A person shall **not** be disqualified from serving as a member of a charter school's board of directors because of the existence of a conflict of interest, so long as the person's actions comply with the school's conflict of interest policy as provided in G.S. 115C-218.15(b)(3) and applicable law. Reference § 115C-218.15.

I. Disclosure

Full disclosure, by notice in writing, shall be made by the interested parties to the full Board of Directors in all conflicts of interest, including but not limited to the following:

1. A director is related to another director.
2. A director is related to a staff member.
3. A director is also a staff member. (According to the bylaws, staff members who are also board members are not voting members of the Board of Directors.)
4. A staff member in a supervisory capacity is related to another staff member whom they supervise.
5. A director or staff member receives payment from the school for any subcontract, goods, or services other than as part of their regular job responsibilities or as reimbursement for reasonable expenses incurred as provided in the bylaws and board policy.
6. A director or staff member is a member of the governing body of a contributor to the school or nonprofit running the school.
7. A director or staff member may have personal, financial, professional, or political gain at the expense of the school or its members.

II. Determination



Following full disclosure of a possible conflict of interest or any condition listed above, the Board of Directors shall determine whether a conflict of interest exists and, if so, the Board shall vote to authorize or reject the transaction and/or condition. Both votes shall be by majority vote without counting the vote of any interested director, even if the remaining directors are less than a quorum, provided that at least one consenting director is among the remaining directors.

III. Recusal

An interested director, officer, or staff member shall not participate in any discussion or debate of the Board of Directors, or any committee thereof, in which the subject of discussion is a contract, transaction, or situation in which there may be a conflict of interest other than to present factual information or to respond to questions prior to the discussion.

IV. Financial Interest

No director, officer, or staff member shall participate in the selection, award, or administration of a procurement transaction in which federal or state funds are used, where, to their knowledge, any of the following has a financial interest in that transaction:

- The staff member, officer, or director;
- Any member of their immediate family;
- Their partner;
- An organization in which any of the above is an officer, director, or employee;
- A person or organization with whom any of the above is negotiating or has any arrangement concerning prospective employment.

In addition, a contract or transaction can be rendered voidable by the Board of Directors if entered without full disclosure of the personal interests of a director, officer or staff members, the existence of any of the above-listed conditions shall likewise render a contract or a transaction voidable unless full disclosure of personal interests is made in writing to the Board of Directors and such transaction was approved by the Board in full knowledge of such interest.

No voting board member of the Board of Directors shall be an employee of a for-profit company that provides substantial services to the charter school for a fee.

The disinterested directors are authorized to impose by majority vote other reasonable sanctions as necessary to recover associated costs against a director, officer, or staff member for failure to disclose a conflict of interest as described in Section I or for any appearance of a conflict.

V. Appeal

Appeal from sanctions imposed pursuant to Section IV above shall be prescribed by law in those courts of the state NC with jurisdiction over both the parties and the subject matter of the appeal.



VI. Recover Fees

In the event that the Board of Directors has incurred costs or attorney fees as a result of legal action, litigation, or appeal brought by or on behalf of an interested director or staff member due to a conflict of interest and consequent sanctions and in the event that the Board of Directors prevails in such legal action, litigation, or appeal, the Board shall be entitled to recover all of its costs and attorney fees from the unsuccessful party.

VII. Confirmation

A copy of this policy shall be given to all directors, officers, and staff members upon commencement of such person's relationship with the school. Each Board member, officer, and staff member shall sign and date the policy at the beginning of his or her term of service or employment and each year thereafter. Failure to sign does not nullify the policy.

B. Nepotism Policy

When making recommendations for the selection and assignment of personnel, the School Leader and/or School Operations Administrator shall attempt to avoid situations in which one employee or Board member occupies a position in which they have influence over the employment status, including hiring, salary, and/or promotion, of another employee who is a member of the first employee or Board member's immediate family.

In compliance with GS 115C 12.2, "immediate family" means a spouse, parent, child, brother, sister, grandparent, or grandchild. The term also includes the step, half, and in-law relationships and domestic partners. The Board recognizes, however, that G.O. B.I.G. operates in a small community, and such avoidance may not always be either practical or advisable when seeking the best possible employees for open positions. G.O. B.I.G. may allow personal relationships to be maintained or employ individuals with personal relationships to current employees under the following circumstances in conjunction with GS 115C-218.15:

Before any immediate family member of the board of directors or a charter school employee with supervisory authority shall be employed or engaged as an employee, independent contractor, or otherwise by the board of directors in any capacity, such proposed employment or engagement shall be

- a. disclosed to the board of directors and
- b. approved by the board of directors in a duly called open-session meeting.

The burden of disclosure of such a conflict of interest shall be on the applicable board member or employee with supervisory authority.

Therefore, when a member of a Board member's or G.O. B.I.G. administrator's family is deemed the best possible applicant for an open position from among the pool of available applicants, the School Leader and/or School Operations Administrator shall

- a. make all documentation outlining their recommendation decision available to the Board and



- b. the Board member and/or administrator shall themselves from the discussion(s) in which the Board considers the recommendation to hire that applicant.

No teacher or staff member that is the immediate family of the School Leader and/or School Operations Administrator shall be hired without the Board of Directors evaluating their credentials, establishing a structure to prevent conflicts of interest, and notifying the Department, with evidence, that this process has occurred.