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**CHILDREN OF TEACHERS POLICY**

Sage Oak Charter Schools and its programs (“SOCS” or the “Charter School”) adopt this Children of Teachers Policy to apply to all employees at SOCS.

The purpose of the Children of Teachers Policy is to establish a policy that:

- a) Outlines the rules for teachers servicing their own children as students on their rosters
- b) Ensures legal conflict of interest protection in terms of attendance, use of instructional funds, course credit, and transcript reporting
- c) Ensures accountability and equity for college acceptance and career readiness

Students in grades TK through twelfth grade, who are enrolled at SOCS, are not permitted to be placed on the roster of a teacher that is their parent, guardian, foster parent, or caregiver, which includes related or non-related children who live in the home with the teacher. This is to ensure that there is an unbiased teacher assigning course work, reviewing completed coursework, awarding attendance, ordering curriculum and classes, and assigning course credits. It is considered a conflict of interest to have the parent, guardian, caregiver, or foster parent (perceivably biased sources) completing these tasks.