



HAWAI'I STATE ETHICS COMMISSION

Komikina Ho'opono Kulekele o Hawai'i Moku'āina

July 13, 2026

Via Email: jaime@waikikicommunitypreschool.org

Jaime Hassey
Director, Waikīkī Community Preschool
310 Paoakalani Avenue
Honolulu, HI 96815

Re: Request for a Good Cause Exemption to Nepotism Prohibition
(REQ-2026-0731)

Dear Director Hassey,

Thank you for contacting our office to request a good cause exemption to the Nepotism Law. You are the Director of Waikīkī Community Preschool, a public charter school (the "school"). You requested a good cause exemption so that your daughter, Meghan Hassey, may be hired as a pre-kindergarten teacher at the school. In your application form and subsequent videoconference call, you informed the Hawai'i State Ethics Commission's ("Commission") staff that the school needs a pre-kindergarten teacher. The school has advertised this position since March 2026. It conducted recruitment efforts via online recruiting platforms such as Indeed and ZipRecruiter, as well as on the Waikīkī Community Preschool/Center website, the State of Hawai'i Department of Education employment website, and the Hawai'i State Public Charter School Commission website. It also advertised job postings through the University of Hawai'i system and Chaminade University, both of which offer early childhood education and teaching degree programs. Despite these efforts, the school received eleven applicants, and outside of Ms. Hassey, all the applicants were either unqualified or declined to move forward with employment at the school. The school also has a second pre-kindergarten teacher position to fill.

You were not involved in the hiring process and will not be involved in your daughter's supervision, evaluation, promotion/demotion, or termination. With regard to the supervision of Ms. Hassey, you indicated that the office manager (who acts as a vice director when you are on leave) would be her immediate supervisor, and that any issues involving Ms. Hassey's employment could be elevated to the Chair of the school's board.

Based on the information provided, we believe the Nepotism Law does not prohibit the school from hiring your daughter because you have shown that you intend to comply with the law without the necessity of a good cause exemption. The Nepotism Law prohibits state employees from taking employment actions affecting relatives or household members. Employment actions include hiring, evaluating, demoting, promoting, terminating, or supervising a relative or household member. You indicated that you do not intend to take any action specifically affecting your daughter, and your sole interactions with her at work would be in a group setting, such as staff meetings, or to observe her educational assistant, whom you

supervise. Observing your daughter's educational assistant in the classroom is permissible so long as you are not taking any action affecting your daughter and it is done discreetly with minimal interaction between yourself and your daughter.

The law further provides that the Commission may grant an exemption from the Nepotism law upon good cause shown. Good cause may include a demonstrated lack of qualified employees or candidates.¹ In this case, a good cause exemption is not required because you and other school officials indicated that you would not supervise or take action affecting your daughter, nor did you participate in her hiring process. If circumstances change, such as you find yourself in a position of supervising or taking official action directly affecting Ms. Hassey, or if she were to apply to a different position within the school, it may necessitate submission of another good cause exception request.

Finally, you should be aware of an additional section of the Ethics Code. Hawai'i Revised Statutes § 84-13(a) prohibits state employees from using their state positions to grant themselves or anyone else any unwarranted benefit or advantage. State employees who work alongside relatives must be cautious not to give their relatives special treatment.

Thank you for your request for an exemption. This letter is based on the information you provided. If the information is inaccurate or incomplete, please inform us as soon as possible, as this may affect our decision. Further, if you disagree with any portion of this letter, you may, pursuant to the Order Regarding Applications for Good Cause Exceptions to the Nepotism Law issued on May 17, 2023, appeal to the full Ethics Commission for reconsideration.²

If you have any questions or want to discuss this matter further, please contact me at (808) 587-0460.

Sincerely,

/s Kee M. Campbell

Kee M. Campbell
Enforcement Director

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¹ The Nepotism Law is contained in Haw. Rev. Stat. § 84-13.2, available at: [Chapter84.pdf](#)

For more information, please refer to the quick guides posted on the Ethics Commission's website: [Nepotism Quick Guide](#).

² Available at <https://ethics.hawaii.gov/wp-content/uploads/Order-NepotismExceptionProcess.pdf>