

Employment of Relatives-AR

The District shall not authorize employment of any individual under conditions which would be in violation of the provisions of NRS 281.210.

Except as provided hereinafter, the District shall not employ any individual when that individual would be directly supervised and evaluated by any relative of such individual within the third degree of consanguinity or affinity, nor shall the District assign such related person to a position which has a fiduciary responsibility to one another which could be in any manner compromised by such familial relationship.

The District may hire or assign a person so related as described above to a position directly supervised and evaluated by a relative within the third degree of consanguinity or affinity only when authorized by a vote of the Board of Trustees after receipt by the Board of a written request from the administrator or manager/supervisor seeking to hire or assign such individual. Such written request shall delineate some special, significant, and convincing reason or specific circumstance to justify such hiring or assignment as reasonable and in the best interest of the District.

If a change should occur in the relationship which would result in a violation of this regulation, both individuals affected shall be held responsible for reporting the change in relationship to the Superintendent/designee within 30 days of the occurrence precipitating the change in relationship. The District then has the right to transfer one of the employees to another department or area of responsibility.

It is unlawful for a member of the District's Board of Trustees or other person who is an appointing authority of the District to employ in any capacity on behalf of the District any relative who is within the third degree of consanguinity or affinity. This prohibition does not apply when the teacher or other District employee is not related to more than one of the Trustees or person who is an appointing authority and receives a unanimous vote of all members of the Board of Trustees and approval by the Department of Education.

Reference: NRS 281.210

End of Policy