

6142a

NEPOTISM - EMPLOYMENT AND ASSIGNMENT OF RELATIVES

At Nye County School District (NCSD), no individual may be employed as a certified or classified employee when the performance of the employee would be directly and immediately supervised and evaluated by any relative of such individual within the third (3rd) degree of familial relation. Nor will such related employees be assigned to positions which have a fiduciary responsibility to one another which could be compromised by such familial relationship.

A person so related, as specified in the above paragraph, may be hired or assigned when authorized by vote of the NCSD Board of Trustees (BOT) upon the written request of the supervisor seeking to hire or assign such individual where some special, substantial and convincing reason or such peculiar circumstances make such hiring or assignment reasonable and not otherwise detrimental to the NCSD.

Should a relationship change occur which would result in a violation of this policy, it is both employees' responsibility to report this change to the HR Executive Director/Designee within thirty (30) calendar days. NCSD then reserves the right to transfer one of the employees to another department or assignment.

Adopted: March 27, 1996
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