

EUREKA COUNTY SCHOOL DISTRICT

EMPLOYMENT OF RELATIVES

The Eureka County Board of School Trustees (Board) believes that it is in the best interest of the District to always hire, transfer or promote the most qualified available candidate. However, in the event that such candidates are within the third degree of consanguinity or affinity, as defined in AR 4115.1, of any member of the Board or the head of any department in the District, the following steps are required before an offer of employment can be made:

- 1) The offer of employment must be approved by a unanimous vote of the Board unless the person to whom employment is offered is related to a Board member within the third degree of consanguinity. In that event, the Board member to whom the person is related must abstain from voting and the offer of employment must be accepted by a unanimous vote of the remaining members of the Board.
- 2) The offer of employment must be approved by the Nevada State Department of Education pursuant to NRS 281.210.
- 3) The District recognizes that an inherent conflict of interest and/or appearance of impropriety arises when an administrator/supervisor or other school employee evaluates another employee within the third degree of consanguinity or affinity. The superintendent shall define a reporting relationship, set forth in AR 4115.2, for such an individual which ensures that the employee will not be directly supervised by the employee's relative. Direct supervision shall include, but is not limited to the following responsibilities: a) evaluating the performance of the employee; b) determining when disciplinary action is appropriate; c) resolving the employee's formal grievances; and d) approving the employee's request for leave.

ADOPTED: 11/18/97
REVISED: 12/12/00
REVISED 3/12/19