

## CLARK COUNTY SCHOOL DISTRICT REGULATION

4116

### NEPOTISM

- I. Except as otherwise provided in Section II, the district shall not employ in any capacity any person related within the third degree of consanguinity or affinity to a member of the Board of School Trustees or to a person acting as the employing authority for the district.
- II. A prospective employee, related within the third degree of consanguinity or affinity to a member Board of School Trustees or to a person acting as the employing authority for the district, may be employed by the district if:
  - A. The prospective employee is not related to more than one of the Trustees or persons who are the employing authority;
  - B. The prospective employee receives the unanimous vote of the Board of School Trustees;
  - C. The prospective employee receives the approval of the State Department of Education; and
  - D. The Human Resources Division complies with the regulations set forth in Section III.
- III. In order to comply with the provisions of NRS 281.210 and the applicable district policy and regulation, the Human Resources Division shall:
  - A. Inquire of all prospective employees whether they are related within the third degree of consanguinity or affinity to a member of the Board of School Trustees or to a person acting as the employing authority for the district;
  - B. In the event a prospective employee is so related, obtain the advance approval of the State Department of Education; and
  - C. In the event a prospective employee is so related, distribute to the Board of School Trustees at least ten (10) days prior to the appointment a summary of the selection process and recommendation setting forth the name of the person to whom the prospective employee is related, the degree of relationship, and the provisions of NRS 281.210.

Legal Reference: NRS 281.210  
Review Responsibility: Human Resources Division  
Adopted: [4116:2/22/94]  
Pol Gov Rev: 6/28/01

