

## **Nepotism**

**150**

The District will comply with all applicable state and federal statutes regarding nepotism.

The District shall not initially employ or approve the initial employment of a person who is the spouse, father, father-in-law, mother, mother-in-law, son, son-in-law, daughter, daughter-in-law, brother, brother-in-law, sister or sister-in-law of a member of the Board or the Superintendent. The Board may by majority vote waive the nepotism rule for family members of the Superintendent. NMSA 1978, § 22-5-6 (2009).

Board members will advise the rest of the Board any time a person has a family member or personal relationship with a person that is being recommended for any District position. The Board member may request to abstain from voting when he/she feels his/her vote might create an impression of conflict of interest with the stated rationale being duly recorded in the minutes of the meeting.

No employee of the District shall be supervised directly or indirectly by a person who is the spouse, father, father-in-law, mother, mother-in-law, son, son-in-law, daughter, daughter-in-law, brother, brother-in-law, sister or sister-in-law of such employee.

The continued employment of a District employee, employed on or before July 1, 2008, is not prohibited.