



Anti-Nepotism Policy

The following procedural directive outlines Technology Leadership High School (Tech) procedures to avoid nepotism in any and all of its operations and hiring practices. For purposes of this procedural directive, “nepotism” means a Tech supervisor hiring any of their family members.

For purposes of this procedural directive, “family member” means a person who is a spouse, father, father-in-law, mother, mother-in-law, son, son-in-law, daughter, daughter-in-law, ward, brother, brother-in-law, sister or sister-in-law of the Tech employee. Family members shall also include any individual residing in the employee’s household at the time of hire.

For purposes of this procedural directive, “supervisor” means the person having responsibility for daily supervision and/or for evaluating the job performance of an employee of the district. This includes, but is not limited to, all superintendents, directors, principals, school coordinators and administrative supervisors.

Hiring Practices

Tech shall not initially employ or approve the initial employment in any capacity of a person who is a family member of a Governing Board member, the Executive Director, or the individual responsible for the hiring of that family member. Supervisors shall be excluded from all hiring, employment and assignment decisions regarding their family members.

Supervision

Tech employees shall not be the supervisor of any family member. Tech employees shall not be assigned in any position under the supervision of a family member. In the event that a Tech employee’s family member is placed in an area of supervision, the family member shall be assigned in a position that is removed from the administrator’s area of immediate supervision.

Employment Assignments

An individual may not serve on a hiring committee if one of the applicants to be interviewed is their family member. When a candidate interviews for a position at Tech, the candidate shall disclose the name, position, and location of any family member who currently works for Tech.

Reporting

The Executive Director of Tech, or his/her designee, shall monitor all hiring, employment and assignment activities in the district to ensure compliance with this procedural directive. The Finance Director shall compile a report of all family members working in the district and deliver it to the Executive Director of Tech yearly.

Appeals

The Governing Board may waive this procedural directive for family members of the Executive Director of Tech. The Executive Director of Tech, or his/her designee, may waive this procedural directive for family members employed at the same department/school of Tech. Exceptions to this procedural directive shall only be granted when it is in the best interest of the district. All appeals shall be submitted in writing to the Executive Director of Tech. The Executive Director of Tech shall investigate the appeal and make a recommendation to the Governing Board for final approval or denial of the appeal. Waivers may only be granted if a formal appeal has been submitted in writing by the employee(s).

References:

Legal Cross Ref.:

- §22-5-6 NMSA 1978
- §22-8B-10 NMSA 1978