

**NEPOTISM**  
**RELATED PARTY EMPLOYMENT & CONTRACTING**

Employment

Related party employment involves the hiring/employment of school personnel, who are related by birth or marriage to persons in defined positions of authority, in the same organization. The provisions of the School Personnel Act [22-10A-1 NMSA 1978] shall apply to such employees. The head administrator of the charter school shall not initially employ or approve the initial employment in any capacity, of a person who is the spouse, father, father-in-law, mother mother-in-law, son, son-in-law, daughter, daughter-in-law of a member of the governing body or the head administrator. It is possible for the governing body to waive this related party rule for a family member of the head administrator, but not for a related party of the NVA Governing Council.

If a related party of a current NVA employee should apply for a position at NVA, the current employee cannot be involved in any manner - in the screening, hiring, supervision, or evaluation of that related party. However, nothing in this policy shall prohibit the continued employment of a person employed on or before July 1, 2007, as long as a related party employee is not supervised or evaluated by their relative.