

**POLICY BCBA**      **Board of Education**  
**Las Cruces Public Schools**

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**Related Entries:** BC  
**Responsible Office:** Board of Education

**NEPOTISM**

**I. PURPOSE**

The Board of Education prohibits the hiring of specified relatives of Board members or of the Superintendent of Schools.

**II. POSITION**

- A. The Superintendent of Schools 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 or daughter-in-law of any member of the Board or of the Superintendent. The Board of Education may waive this Policy and the nepotism rule set forth in New Mexico Statutes Annotated § 22-5-6 (2003), as amended or recodified in the future, for family members of the Superintendent.
- B. Nothing in this Policy shall prohibit the continued employment of a person employed on or before March 1, 2003, or of a person whose initial employment with the School District, regardless of position or status, did not violate this Policy.
- C. Should any provision of this Policy be inconsistent with any of the provisions of New Mexico Statutes Annotated § 22-5-6 (2003), as amended or recodified in the future, the provisions of the state statute shall control and are incorporated into this Policy as an operation of law.

**III. REVIEW**

This Policy shall be reviewed on an ongoing basis in accordance with the Board of Education policy review process.

*History:* Formerly Policy 155  
*Legal Reference:* N.M. Stat. Ann. § 22-5-6 (2003).



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*Board of Education, President*

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Oct. 21, 2008  
*Date Approved*