

## CLARK COUNTY SCHOOL DISTRICT REGULATION

R-4371

### EMPLOYEES "COOLING-OFF" PERIOD

- I. Unless expressly authorized by Nevada Revised Statutes, the District may not enter into any contract, agreement, or consulting arrangement directly or indirectly with any employee who has retired from the District for a period of one (1) year from the date of the employee's retirement, except under the following conditions:
  - A. As a substitute employee.
  - B. As a promotion to a higher-level position following the regular selection process.
  - C. As a hire into the same level of position following the regular selection process.
  - D. In accordance with applicable Public Employees' Retirement System (PERS) restrictions and regulations.
- II. The provisions described in Section I above apply unless:
  - A. There is a full disclosure of the nature and extent of the employee or former employee's interest in the matter.
  - B. The request to waive includes an explanation regarding why a particular individual is essential and uniquely qualified to perform the task or function, and why no other individual has the competencies to perform the task or function.
  - C. The contract, agreement, or arrangement is noticed and acted upon in an open session before the Clark County Board of School Trustees and approved by the Board of School Trustees.
- III. This prohibition shall apply to any employee who has retired from the District and to any company, business, or enterprise in which the retired employee acts as an officer, director, or has a significant pecuniary interest.
- IV. Any contract or transaction prohibited by this regulation may be declared void at the insistence of the District.

- V. No former employee may knowingly make, with the intent to influence, any communication to or appearance before an employee of the District on behalf of any other person (except the District) in connection with a particular matter involving a specific party or parties to a contract or other agreement, in which the former employee participated personally and substantially as an employee, and in which the District is a party or has a direct and substantial interest.
  
- VI. This regulation shall be made a condition to all District contracts.

Review Responsibility:	Human Resources Division
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