

All Personnel

BP 4112.8

4212.8

EMPLOYMENT OF RELATIVES

4312.8

In order to preclude situations which could bring about a conflict of interest for members of the administrative staff, an employee shall not be appointed to a position where a member of his/her immediate family maintains supervisory or evaluation responsibilities for the position.

Immediate family members may be employed at the same department or work location with the approval of the Superintendent or designee.

Legal Reference:

GOVERNMENT CODE

12940 Unlawful employment practices, exceptions

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EMPLOYMENT OF RELATIVES

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The following regulations shall govern conflict of interest in the employment of staff:

1. No spouse, minor child or dependent of a Governing Board member shall be appointed to a full-time position in this school district.
2. Persons related otherwise by blood or marriage to a Board member may be employed followed full disclosure of the relationship by the Board member in a public meeting and sufficient vote of appointment without counting the vote of the related Board member.
3. A spouse or child of a Board member may be employed for limited term or short-term employment on a competitive basis among persons who are eligible, as provided by law.
4. Persons related by blood or marriage to a member of the administrative staff shall not be appointed to a position that is in a line relationship involving supervision and evaluation of the position.
5. Members of the same family may be employed at the same department or work location when approved in writing by the Superintendent or designee.

It is the intent of these rules to avoid any situation wherein there can be arise a conflict of interest either on the part of the member of the Board or a member of the administrative staff.