

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.

(cf. 9270 - Conflict of Interest)

Legal Reference:

GOVERNMENT CODE

12940 Unlawful employment practices, exceptions

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1. Persons related by blood or marriage to a Governing Board member may only be following 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.
2. Persons related by blood or marriage to a management employee shall not be appointed to a position that is in a line relationship involving supervision and evaluation of the position.
3. Employment of relatives of management employees shall require cabinet level authorization prior to employment. Employment of relatives of cabinet-level management shall require the Superintendent's authorization prior to employment.
4. Members of the same family may be employed in the same department or work location when approved in writing by the Superintendent or designee. (Exception: members of the same family shall not be approved in direct line of supervision.)

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

The term "related by blood or marriage" refers to brother, brother-in-law, daughter, stepdaughter, foster daughter, daughter-in-law, father, stepfather, foster father, father-in-law, granddaughter, grandfather, grandmother, grandson, husband, mother, stepmother, foster mother, mother-in-law, sister, sister-in-law, son, stepson, foster son, son-in-law, wife, or any relative living in the immediate household of the Board member or management employee.