

Salinas Union High School District

All Personnel

Regulation #4012.8

EMPLOYMENT OF RELATIVES

Hiring and Assignment of Immediate Family or Supervisors and Administrative Personnel

The hiring of members of the immediate family of supervisory and administrative personnel is discouraged. The assignment of an employee to a department or school within which a member of the immediate family is a supervisor or administrator is prohibited. "Member of the immediate family" is defined in Education Code Section 44985 as:

Members of the immediate family are the mother, father, grandmother, grandfather, brother, or sister of the employee or of the spouse or *domestic partner* of the employee, and the spouse, son, son-in-law, daughter, daughter-in-law of the employee, or any relative living in the immediate household of the employee.

Hiring of Members of the Immediate Family of Currently Employed Personnel

The hiring of members of the immediate family of currently employed personnel, after taking into account the provisions of this regulation, will take place only when it is clearly evident that the qualifications of that candidate are superior to those of other candidates. This provision also applied to the immediate family of members of boards, steering committees, and advisory groups operating in support of the various District programs.

Assignment of Members of the Immediate Family to the Same School or Department

Assignment of members of the immediate family to the same department or school will be determined on an individual basis with the exception of the provisions above. The assignment of employees is based on the greatest benefit to the program of the department or school. Whether the program is enhanced or demeaned by having members of the immediate family in the same department or school will be the main determiner for assignment of employees. This decision as to the effect on program is the responsibility of the supervisor or administrator.

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