

Salinas Union High School District

All Personnel

Policy #4012.8

EMPLOYMENT OF RELATIVES

The Board of Trustees desires to maximize staff and community confidence in District hiring, promotion, and other employment decisions by promoting practices that are free of conflicts of interest or the appearance of impropriety.

(cf. 4030 - Nondiscrimination in Employment)

(cf. 9270 - Conflict of Interest)

To avoid conflicts of interest or the appearance of impropriety:

1. No spouse, minor child, dependent or *domestic partner* of a Board member shall be appointed to a full-time position in this School District except as provided in 3. below
2. Persons related otherwise by blood, *marriage or by domestic partnership* to a Board member may be employed 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
3. A spouse, child or *domestic partner* of a Board member may be employed for short-term employment on a competitive basis among persons who are eligible, as provided by law

For purposes of this policy, relative includes the individual's spouse, domestic partner, parents, grandparents, great-grandparents, children, grandchildren, great-grandchildren, brothers, sisters, aunts, uncles, nieces, nephews, and the similar family of the individual's spouse or domestic partner.

In addition, the Superintendent or designee may determine, on a case-by-case basis, whether to appoint a person to a position in the same department or facility as an employee with whom he/she maintains a personal relationship when that relationship has the potential to create (1) an adverse direct impact on supervision, safety, security, or morale of other District employees or (2) a conflict of interest for the individuals involved which is greater because of their relationship than it would be for another person.

(cf. 4031 - Complaints Concerning Discrimination in Employment)

An employee shall notify his/her supervisor within 30 days of any change in his/her circumstances that may constitute a violation of this policy.

Legal Reference:

EDUCATION CODE

35107 School District employees

FAMILY CODE

297-297.5 Rights, protections, benefits under the law; registered domestic partners

GOVERNMENT CODE

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1090-1098 Prohibitions applicable to specified officers

12940 Unlawful employment practices

CODE OF REGULATIONS, TITLE 2

7292.0-7292.6 Marital status discrimination, especially:

7292.5 Employee selection

Management Resources:

WEB SITES

California Department of Fair Employment and Housing: <http://www.dfeh.ca.gov>

Institute for Local Government: <http://www.cacities.org/index.jsp?zone=ilsg>

Policy adopted: 11/24/81

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Reviewed: May, 2008 On Hold