

All Personnel

BP 4112.8(a)

4212.8

EMPLOYMENT OF RELATIVES

4312.8

The Governing Board 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)

The Board prohibits the appointment of any person to a position for which his/her relative maintains management, supervisory, evaluation, or promotion responsibilities and prohibits an employee from participating in any decision that singularly applies to any of his/her relatives.

(cf. 4111/4211/4311 – Recruitment and Selection)

(cf. 4115/4215/4315 – Evaluation/Supervision)

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.

It is the intention of this Board Policy, to the greatest extent practicable, to not allow employee's relatives to work in the same department or school site. Relatives may be hired at the same department or work location when approved in writing by the Superintendent or the Superintendent's designated representative, when that relationship does not have the potential to create (1) an adverse 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 the their relationship than it would be for another person. (Exception: Relatives shall not be approved in direct line of supervision).

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

12940 Unlawful employment practices

CODE OF REGULATIONS, TITLE 2

7292.0-7292.6 Marital status discrimination, especially:

7292.5 Employee selection

BP 4112.8(b)
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EMPLOYMENT OF RELATIVES (continued)

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>

1090-1098 Prohibitions applicable to specified officers

Policy
adopted: April 14, 2016
revised: October 8, 2020

MURRIETA VALLEY USD
Murrieta, California