

NEPOTISM: 5250

Two or more members of a family may be employed by the District. However, good order, efficiency, fairness, and the appearance of fairness must be maintained and all substantive or apparent conflicts of interest must be avoided.

In order to avoid such conflicts, no person shall be placed or allowed to remain in a certificated or classified position where an immediate family member or immediate relative will have authority to supervise, appoint, remove, discipline, evaluate or audit the work of such person, or to effectively recommend such actions. The Board will not approve the employment of a near relative of a Board member or the Superintendent. Further, no person shall be placed or allowed to remain in a certificated or classified position where a situation of actual or reasonably foreseeable conflict might exist between the District's interests and the interests of the immediate family members or immediate relatives.

For the purposes of this policy, and policy 5251, immediate family members include wife, husband, significant other, mother, father, son, daughter, brother, sister, step-parent, step-sibling, step-child, mother-in-law, father-in-law, son-in-law, daughter-in-law, brother-in-law, sister-in-law, uncle, aunt, grandparent, grandchild, legal guardianship relationship, or a person living in the employee's household.

The policy shall not apply to substitute assignments or assignments to curriculum committees, task forces, or other assignments not directly related to the employee's regular work. This will not apply to the right of an employee's immediate family or immediate relatives to become a duly elected Board member, to the extent state law permits.

This policy shall be applied prospectively and shall be applicable only to situations arising subsequent to the date of its adoption.

Cross Reference: Administrative Policy – 5251 Conflicts of Interest