



PERSONNEL – MANAGEMENT AND SUPERVISORY EMPLOYEES

BOARD POLICY – EMPLOYMENT OF RELATIVES

BP 4312.8

The County Board of Education and County Superintendent of Schools desire to maximize staff and community confidence in SBCEO hiring, promotion, and other employment decisions by promoting practices that are free of conflicts of interest or the appearance of impropriety.

The County Superintendent of Schools or designee prohibit the appointment of any person to a position for which the person's relative maintains management, supervisory, evaluation, or promotion responsibilities and prohibits an employee from participating in any decision that singularly applies to any of the employee's relatives.

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 County Superintendent of Schools 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 the person maintains a personal relationship when that relationship has the potential to create (1) an adverse impact on supervision, safety, security, or morale of other SBCEO 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.

An employee shall notify the employee's supervisor within 30 days of any change in the employee's circumstances that may constitute a violation of this policy.

Policy Reference Disclaimer:

These references are not intended to be part of the policy itself, nor do they indicate the basis or authority for the County Superintendent of Schools or designee to enact this policy. Instead, they are provided as additional resources for those interested in the subject matter of the policy.

Management Resources

Website

Website

Description

[League of California Cities](#)

[California Department of Fair Employment and Housing](#)

State

2 CCR 7292.0-7292.6

2 CCR 7292.5

Ed. Code 35107

Fam. Code 297-297.5

Gov. Code 1090-1099

Gov. Code 12940

Description

[Marital status discrimination](#)

[Employee selection](#)

School district employees

Rights, protections, benefits under the law; registered domestic partners

Prohibitions applicable to specified officers

Unlawful discriminatory employment practices

ADOPTED BY COUNTY BOARD:

November 3, 2022