



## **All Personnel**

### **Employment of Relatives**

This policy will give guidance and direction to the employment and placement of personnel in the district and outlines procedures to be followed governing the employment and assignment of persons who are related by birth or marriage to district employees. This policy applies to all assignments, whether they be temporary or permanent, monthly or hourly, including substitute assignments or more than a few days duration.

No person shall be denied the opportunity for employment or a particular assignment within the district because such a person is related to any person presently employed in the Stockton Unified School district. In no instance, however, shall a district employee initiate or participate in decisions involving a direct benefit such as initial employment, retention, promotion, etc., to another staff member who is related within the first degree of consanguinity, whether by blood or marriage. District employees shall not be assigned to exercise direct supervision over such relatives or spouses without the approval of the superintendent, who may refuse to so place such employees for business reasons of safety, supervision, security or morale.

Members of the same family may be employed at the same department or work location when approved in writing by the superintendent and/or designee. In considering such assignment, the district may deny such assignment because of supervision, safety, security or morale reasons when the assignment involves conflicts of interest or hazards greater for married couples than for other employees.

Persons related by blood or marriage to a district employee shall not be appointed to positions where the district employee maintains supervisory or evaluation responsibilities for the position.

The following regulations shall govern conflict of interest in the employment of staff:

1. A board member shall not be deemed to be financially interested in a contract between the board and the board member's minor child as long as the board member's interest in the contract is disclosed to the board, noted in the minutes of the board and thereafter, the board authorizes, approves or ratifies the contract by a vote sufficient for the purpose. The board member shall abstain from voting on the contract and shall not attempt to influence other members of the board to approve the contract. (Government Code 1091)
2. A board member shall not be deemed to be interested in a contract between the board member's spouse and the district, provided the board member's spouse has been employed by the district for at least one year prior to the board member's selection or appointment. (Government Code 1091.5)



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3. For purposes of this policy, relatives are defined as mother, father, grandmother, grandfather or grandchild of the employee or the spouse of the employee and the spouse, son, son-in-law, daughter, daughter-in-law, brother or sister of the employee (mother and father are defined to include step-mother and step-father and court-appointed guardians).

It is the intent of these rules to avoid any situation wherein there can arise a conflict of interest either on the part of a member of the governing board or a member of the administrative staff.

#### *Legal Reference:*

##### GOVERNMENT CODE

*1090-1097 Prohibitions applicable to specified officers*

*1125-1128 Incompatible activities*

*12940 Unlawful employment practices, exceptions*

*82028 Definitions "Gifts"*

*82030 Definitions "Income"*

*82033 Definitions "Interest in real property"*

*82034 Definitions "Investment"*

*87100 et seq. Conflicts of interest*

*87200 et seq. Disclosure*

*87300 et seq. Conflict of interest code*

*91000 et seq. Enforcement*

Replaces BP 224 (5/83) and BP 410 (3/76)