

5:12 Employment of Relatives

The District prohibits the placement of employees within the same line of supervision where one relative is responsible for supervising the job performance or work activities of another relative.

A "relative" for purposes of this policy includes father, mother, brother, sister, spouse (domestic partner), son, daughter, father-in-law, mother-in-law, brother-in-law, sister-in-law, son-in-law, daughter-in-law, or any relative by blood or marriage residing in the same household of District administrators or Board members.

This policy shall apply to any person who is employed as a full-time, part-time, or temporary employee of the District. This policy shall not apply to individuals hired prior to August 24, 2004, and shall not be retroactively applied. However, change in the status of employees hired prior to August 24, 2004, shall be governed by this policy.

The employment of relatives shall be permitted. However, no employee or Board member shall opine on behalf of, persuade others to support, or cast a vote for, a relative as herein defined in the process of review, recommendation, and/or decision making in any manner concerning hiring opportunities, salary, promotion, demotion, transfer, lay-off, recall, work assignments, performance evaluation, reward, discipline, suspension, or discharge.

No Board member shall participate in the process of review, recommendation, and/or decision making in any manner concerning hiring opportunities, salary, promotion, demotion, transfer, lay-off, recall, work assignments, performance evaluation, reward, discipline, suspension, or discharge if the process is limited to the consideration of an individual employee related to a Board member as defined herein rather than a group consideration. e.g., ratification of a teacher contract.

ADOPTED: September 27, 2023