

OAK PARK UNIFIED SCHOOL DISTRICT BOARD POLICY

Series 4000

Personnel

BP 4112.8, 4212.8, 4312.8(a)

Employment of Relatives

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 or Board Member from participating in any decision that singularly applies to any of his/her relatives. The Superintendent or his/her designee shall inform the Governing Board when any person hired or promoted by the District is a relative of a current district employee.

(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.

In addition, the Superintendent 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 he/she maintains a personal relationship when that relationship has 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 their relationship than it would be for another person.

(cf. 4031 – Complaints Concerning Discrimination in Employment)

An employee shall notify his/her supervisor within 30 day 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

1090-1098 Prohibitions applicable to specified officers

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Personnel

BP 4112.8, 4212.8, 4312.8(b)

7292.0-7292.6 Marital status discrimination, especially:

12940 Unlawful employment practices, exceptions

CODE OF REGULATIONS, TITLE

27292.5 Employee selection

Management Resources:

WEB SITES

California Department of Fair Employment and Housing: <http://www.defeh.ca.gov>

Institute for Local Government: <http://www.cacities.org/index.jsp?zone=ilsg>

Adopted: 3-6-84

Amended: 7-23-85, 1-21-92, 9-17-02, 6-10-08, 2-16-16