MIDDLETOWN UNIFIED SCHOOL DISTRICT

Policy 4112.8: Employment Of Relatives

Original Adopted Date: 1/17/2024

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.

The Board prohibits an employee from participating in any decision that singularly applies to any of his/her 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 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 the their relationship than it would be for another person.

An employee shall notify his/her supervisor within 30 days of any change in his/her 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 board to enact this policy. Instead, they are provided as additional resources for those interested in the subject matter of the policy.

State	Description
2 CCR 7292.0-7292.6	Marital status discrimination
2 CCR 7292.5	Employee selection
Ed. Code 35107	School district employees
Fam. Code 297-297.5	Rights, protections, benefits under the law; registered domestic partners
Gov. Code 1090-1098	Prohibitions applicable to specified officers
Gov. Code 12940	Unlawful discriminatory employment practices

Management Resources	Description
Website	CSBA District and County Office of Education Legal Services
Website	League of California Cities
Website	California Civil Rights Department

Cross References

Code	Description
4030	Nondiscrimination In Employment
4030	Nondiscrimination In Employment
4111	Recruitment And Selection
4112	Appointment And Conditions Of Employment
4113	Assignment
4113	Assignment
4115	Evaluation/Supervision
4115	Evaluation/Supervision
4211	Recruitment And Selection
4212	Appointment And Conditions Of Employment
4215	Evaluation/Supervision
4311	Recruitment And Selection
4315	Evaluation/Supervision
9270	Conflict Of Interest
9270-E(1)	Conflict Of Interest