

MIDDLETOWN UNIFIED SCHOOL DISTRICT

Policy 4212.8: 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

2 CCR 7292.0-7292.6

2 CCR 7292.5

Ed. Code 35107

Fam. Code 297-297.5

Gov. Code 1090-1098

Gov. Code 12940

Management Resources

Website

Website

Website

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](#)

Description

[CSBA District and County Office of Education Legal Services](#)

[League of California Cities](#)

[California Civil Rights Department](#)

Cross References

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