

## **Personnel**

### **Employment of Relatives**

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 spouse or children as long as the Board member's interest in the contract is disclosed to the Board, and, thereafter, when 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)
3. Persons related by blood or marriage to a district employee should not be appointed to positions where the district employee maintains supervisory or evaluation responsibilities for the position.
4. Members of the same family may be employed at the same department or work location upon written approval by the Superintendent or his designated representative.

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 Board of Trustees 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

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