

SAN DIEGO COUNTY OFFICE OF EDUCATION**ADMINISTRATIVE
REGULATION NO. 4006****CLASSIFICATION: All Personnel****ADOPTED: 11/18/87****REVISED: 5/10/95****SUBJECT: Employment of Relatives****PAGE: 1 of 1**

Persons related by blood to a member of the administrative staff of the County Superintendent of Schools shall not be appointed to a position that is in a line relationship involving supervision and evaluation. For purposes of the policy, "persons related by blood" is defined to include the parent, child, brother, sister, grandparent, or grandchild of an employee of the County Superintendent of Schools.

The employment of a spouse of a member of the administrative staff to a position that is in a line relationship involving supervision and evaluation will be analyzed based upon an individualized assessment of the work situation. The employment decision will be based upon the best interests of the County Office of Education in order to assure proper supervision, maintain morale and security, and to avoid actual and apparent conflicts of interest and favoritism.

If co-employees of the County Superintendent of Schools marry, the County Superintendent of Schools will assess the individual work situation. The County Superintendent of Schools will make reasonable efforts to assign job duties so as to minimize the problems of supervision, security, morale, conflicts of interest and favoritism.

Derivation: Former Board Policy No. 4500 Adopted 11/18/87, Repealed, 5/10/95. Renumbered Administrative Regulation No. 4006 and Amended 5/10/95.

Legal Reference: Government Code
1090, 12940(a)(3)
California Code of Regulations, Title 2
7292.5
Educational Employment Relations Act