

All Personnel

Nepotism: Employment of Relatives

The following regulations shall govern conflict of interest in the employment of staff:

1. A Governing Board member shall not be deemed to be financially interested in a contract between the Board and the Board member's minor child as long as the Board member's interest in the contract is disclosed to the Board, noted in the minutes of the Board, and thereafter, 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 shall not be appointed to positions where the district employee maintains supervisory or evaluation responsibilities for the position.

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 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

Regulation
approved: December 1990

NORRIS SCHOOL DISTRICT
Bakersfield, California