

## VENTURA COUNTY OFFICE OF EDUCATION

**SUPERINTENDENT POLICY NO. 4112.8**

**ADOPTED: 04/01/97**

**CLASSIFICATION: Personnel**

**REVISED:**

**SUBJECT: Employment of Relatives**

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In order to preclude situations which could bring about a conflict of interest for members of the administrative staff, an employee shall not be appointed to a position where a member of his/her immediate family maintains direct supervisory, evaluation or discipline responsibilities for the position.

Immediate family members not in supervisory positions may be employed at the same department or work location with the approval of the Superintendent or designee.

The provisions of this policy may be waived in emergency situations as determined by the department head with the approval of the Superintendent. Such waiver shall be applied only when the existing emergency will have significant negative impact on the instructional process and diligent attempts to resolve the situation by other means have failed. Such waiver shall be available only for the period of time required to resolve the emergency situation.

Legal Reference:

GOVERNMENT CODE

12940 Unlawful employment practices, exceptions