

1 **4004**

2 **Employment of Relatives, Domestic Partners and Significant Others**

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4 It is in the school district's best interest to hire the best qualified candidate for  
5 employment. However, the district must use sound judgment in hiring and  
6 placing employees who are closely related, reside together as domestic partners,  
7 or are involved in close relationships for the following reasons: avoiding conflict  
8 of interest and the appearance of a conflict of interest; avoiding favoritism and  
9 the appearance of favoritism; promoting collegiality among employees;  
10 minimizing lost productivity; easing the task of managing employees; minimizing  
11 an "us against them" mentality; avoiding friction and conflict when marriages or  
12 relationships break down; and avoiding claims of sexual harassment.

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14 For the purposes of this policy, the term "relative" refers to a spouse, child,  
15 parent, sibling, grandparent, grandchild, aunt, uncle, first cousin, or  
16 corresponding in-law or "step" relation. "Domestic partner" refers to individuals  
17 who reside in the same household and are involved in a relationship, often  
18 holding themselves out to the public as marital partners, but who are not legally  
19 married. "Significant others" refers to individuals who are dating or engaged to  
20 be married but may or may not reside together. This policy applies to all  
21 categories of employment including regular, temporary, and part-time  
22 classifications.

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24 Generally, an employee's relative, domestic partner, or significant other  
25 should not be hired to work in the same department as the employee or in  
26 any other position in which the district believes a conflict or the appearance  
27 of a conflict may exist. Relatives, domestic partners, and significant others  
28 are permitted to work at the district provided one does not report directly  
29 to, supervise, or manage the other. The superintendent and/or board may  
30 make exceptions to this general rule.

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32 Employees in a supervisory-subordinate relationship or employed in the same  
33 department who marry, become domestic partners, or become significant others  
34 while employed will be treated in accordance with these guidelines, and one of  
35 the employees will be transferred at the earliest practicable time. The transfer  
36 will be voluntary when possible. When a voluntary transfer is not possible, the  
37 superintendent will make the decision based upon the importance of each job,  
38 the needs of the district, and the availability of candidates to fill either position.  
39 The district shall endeavor to place the transferred employee into a position  
40 which is similar in terms of pay and benefits. The superintendent and/or board  
41 may make exceptions to this general rule.

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44 Adopted on: September 11, 2007

45 Revised on: July 13, 2010

46 Reviewed on: July 10, 2012, December 8, 2015, June 12, 2018