

Nepotism: Employment Of Relatives

Fresno Unified is a place where diversity is valued and educational excellence and equity are expected.

This regulation outlines administrative procedures governing assignment of close relatives.

Definitions:

Close Relatives: Mother, father, grandmother, grandfather, child or grandchild of the employee or of the spouse/cohabitant, and the spouse, son-in-law, daughter-in-law, brother, sister, brother-in-law, or sister-in-law of the employee, or cohabitant or any person having principal place of residence in the immediate household of the employee.

Cohabitants: Persons living together

Supervisor: Person responsible for assigning work and evaluating performance of an employee.

Immediate Supervisor: Person who oversees performance of work previously assigned by the supervisor.

Regulations:

1. An applicant or employee shall not be selected for nor assigned to a school or department where another employee, who is a close relative will be supervisor or immediate supervisor.
2. A close relative of a principal shall not be selected for nor assigned to the same school, even though the principal is not supervisor or immediate supervisor (as defined above) of that employee.
3. A close relative of a division or department head shall not be selected for nor assigned to a department within division/department head's jurisdiction unless there are at least two intermediate levels of supervision between the supervisor and close relative, and the close relative is in a separate geographical location.
4. The Superintendent may authorize exceptions when deemed to be in best interest of the district.

Regulation FRESNO UNIFIED SCHOOL DISTRICT

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