



LOS ANGELES UNIFIED SCHOOL DISTRICT  
PERSONNEL COMMISSION

LAW AND RULES

720  
August 12, 1998

720 NEPOTISM

**STATEMENT OF INTENT:** The purpose of the Commission's Rule governing the employment of close relatives in classified positions is, in general, to preclude the assignment of close relatives in the same organizational unit. In order to forestall possible conflicts of interest and assure the orderly conduct of District business, it is recognized that administrative units with the District may adopt more restrictive regulations as appropriate.

- A. All administrators responsible for the assignment of employees shall endeavor to avoid the assignment of close relatives or cohabitants to work in situations where conflicts of interest could arise. In no case will an assignment be allowed that will establish a supervisor/subordinate relationship at the first or second level of supervision between two employees.
- B. If, for the good of the District, an assignment of close relatives within the same organizational unit is to be made, the assignment must first be reviewed and approved by the responsible Cluster Administrator, Operations Administrator or Division administrator or equivalent or designee. If a supervisory relationship as described in paragraph A would be established by the assignment, administrative approval must be withheld.
- C. For the purpose of this Rule, "close relatives" is defined as spouse, brother, sister, parent, child, or grandchild; "cohabitants" is defined as persons living together.
- D. District employees and applicants must disclose to the Classified Personnel Assignments Branch any relationship which may be covered by this rule prior to appointment to a position.

CHANGE:

To provide guidelines restricting the employment of close relatives.

Remove: December 7, 1987. Add: August 12, 1998.