

Personnel – Certified/Non-Certified

Nepotism; Employment of Relatives

Board of Education members and school administrators, in order to avoid both the reality and appearance of conflict of interest, will immediately make public any relationship the Board members or administrators have with any possible candidate for a position for which the Board member or administrator must give approval or has influence in such appointment.

A Board member shall not vote on any action of the Board which will directly affect a member of the immediate family of the member.

Individuals shall not be appointed to any full-time, part-time, or temporary position which would create a supervisor/employee relationship within any one department between two individuals who are related by blood, marriage, or law.

As used in this policy, the word “Department” shall mean and include those levels of organization under the Superintendent’s office into which the various structural areas of operation of the school district are divided.

In the event of marriage between employees of the district, creating a relationship which violates this policy, one of the persons affected must transfer to a location compatible with policy provisions, or in cases of refusal to transfer, be terminated from that location by the end of the school/fiscal year or within six months from the date the relationship was established, whichever is the greater period.

The degrees of relationship included in the above restrictions are as follows:

By Blood: Parent, child, grandparent, grandchild, brother, sister, uncle, aunt, nephew, niece, first cousin

By Marriage: Husband, wife, stepparent, stepchild, father-in-law, mother-in-law, sister-in-law, brother-in-law, daughter-in-law, son-in-law, half-sister, half-brother, uncle, aunt, nephew, niece

By Law: Guardianship relationships, adoptive parent/child relationships

In the appointment and selection of new employees, the district shall adhere to this policy. All current supervisor/employee relationships established prior to the adoption of this policy will not be affected by this policy as long as they remain in present assignments.

Legal Reference: Connecticut General Statutes:
7-479 Conflicts of Interest

Adopted: December 7, 1987

Revised: February 21, 2018