

Personnel - Certified/Non-CertifiedNepotism; Husband/Wife Employment

Board of Education members and school administrators in order to avoid both the reality and appearance of conflict of interest will 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.

For the purpose of this policy, relationship is defined as a member of the immediate family which means the mother, father, grandmother, grandfather, or a grandchild of the board member or administrator, or of the spouse of the board member or administrator, and the spouse, son, son-in-law, daughter, daughter-in-law, brother, sister, or any relative living in the immediate household of the board member or administrator, or other close friendships or business relationships that could be construed as possibly causing a bias or loss of objectivity on the part of the board member or administrator.

A board member or administrator who has such relationship with any employee of the school system as of the effective date of this policy shall declare such relationship immediately. So far as possible, no administrator shall have supervisory relationship to any member of his/ her family.

A board member should not vote on any action of the board which will directly affect a member of the immediate family of the member, unless requested to do so by a majority of the members of the board of education, and only after full disclosure of the relationship has been made.

Legal Reference: Connecticut General Statutes  
46a-60 Discriminatory unfair employment  
practices prohibited

Policy  
adopted: December 7, 1987

WEST HARTFORD PUBLIC SCHOOLS  
West Hartford, Connecticut