

Nepotism: Employment of Relatives

Board of Education members and school administrators in order to avoid both the reality and appearance of nepotism will make public any relationship the board members or administrators have with any possible candidate for a position for which the board members or administrator must give approval or has influence in such appointment. It is the intent of this policy to avoid any situation where there can arise a conflict of interest on either the part of the member of the board or on the part of an employee.

The degrees of relationship included 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, partner in a civil union.

A disclosure form to be completed by applicant will be included in Board of Education application materials as of the effective date of this policy.

The following regulations shall govern nepotism in the employment of staff:

Persons related by blood, marriage or law shall not be appointed to a position in the same school or department.

Persons related by blood, marriage or law shall not be appointed to any full-time, part-time or temporary position which would create a supervisor/employee relationship within any one school or department.

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 or civil union between employees of the School District, creating a relationship which violates this policy, one of the persons affected may be transferred to a location compatible with policy provisions, by the end of the school/fiscal year at the discretion of the Superintendent of Schools

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 so long as they remain in present assignments. However, if circumstances present that a relationship becomes disruptive to the educational process and/or workplace the Superintendent of Schools reserves the right to transfer personnel in the best interest of the School District.

Legal Reference: Connecticut General Statutes

7-479 Conflicts of Interest

46b-38nn Equality of benefits, protections and responsibilities (civil unions)

46b-38oo applicability of statutes to civil unions and parties to a civil union.