

PERSONNEL — CERTIFIED AND NON-CERTIFIED

4112.8

4212.8

Nepotism: Employment of Relatives

Notwithstanding the customary appointment practices outlined in policy #4111 and #4211 “Recruitment & Selection,” the following shall govern conflict of interest in staff employment and the appointment of the persons described in paragraphs 1 and 2 below:

1. No spouse, minor child or dependent of a Board member shall be appointed to a full-time position in this school district.
2. Persons related otherwise by blood or marriage to a Board member may be employed following full disclosure of the relationship by the Board member in a public meeting and sufficient vote of appointment without counting the vote of the related Board member.
3. A spouse or child of a Board member may be employed for limited term or short-term employment on a competitive basis among persons who are eligible.
4. Persons related by blood or marriage to members of the administrative staff shall not be appointed to a position that is in a line relationship involving supervision and evaluation of the position.
5. Members of the same family may be employed at the same department or work location when approved in writing by the Superintendent or the Superintendent's designee (Exception: members of the same family shall not be approved in direct line of supervision.)

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.

Board Adopted: November 13, 2013