

NEPOTISM: EMPLOYMENT OF RELATIVES

It is the policy of the Board of Education that individuals shall not be appointed to any full-time, part-time or temporary position which would create a direct supervisor/employee relationship within any one department between two individuals who are related by blood, marriage, civil union or law.

As used in this policy, the word "Department" shall mean and include those levels of organization under the Superintendent's office involving certified and non certified instructional staff. For non-instructional staff alternate avenues for supervision and evaluation of the staff member shall be established through the superintendent or his/her designee.

In the event of marriage or civil union 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 of 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, partner in a civil union, or children/step children from a civil union.

In the appointment and selection of new employees, the District shall adhere to this policy. All current supervisory/employee relationships and positions established prior to the adoption of this policy will not be impacted by this policy, so long as they remain in their present assignments. However, the superintendent or his/her designee may establish alternate avenues for supervision or evaluation of the staff member.

(cf. 9270 – Conflict of Interest)

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.