

## **Personnel – Certified/Non-Certified**

### **Nepotism: Employment of Relatives**

Notwithstanding the customary recruitment, selection, and appointment practices outlined in other Amity Regional School District No. 5 (ARSD) Board of Education (Board) policies, the following guidelines shall govern conflict of interest in staff employment:

For the purposes of this policy an “**immediate family member**” includes a spouse, a domestic partner of a civil union, another person cohabitating with the person in a conjugal relationship that is not a legal marriage, children, an individual who fills or has filled the role of a parent, siblings, immediate in-laws, others considered to be members of the household and living under the same roof, or any person for whom a Board member or ARSD employee is the primary caregiver. Individuals who are related by marriage shall include same-sex marriages as legally recognized in the state of Connecticut.

#### **Relatives of Board Members**

1. No immediate family member of a Board member shall be appointed to a full-time position within ARSD, unless such action is deemed to be in the best interests of ARSD, in which case a majority vote of the Board (excluding the related Board member) is required to approve the appointment.
2. However, immediate family members of a Board member may be employed for a limited term or on a short-term basis (e.g., substitute teaching, coaching, summer positions) through a competitive process among other persons who are eligible for the position.
3. Persons otherwise related by blood or marriage (i.e., not an immediate family member) to a Board member may be employed following full disclosure of the relationship by the Board member in a public meeting. The Board member shall refrain from participating in any discussion and/or vote on the relative’s employment.
4. ARSD employees who were employed prior to the election of a relative to the Board are exempt from the provisions of this policy.

#### **Relatives of Administrators**

1. No immediate family member of an Administrator (i.e., Superintendent, Director of Pupil Services, Building Principals, Assistant Principals, Coordinators of Pupil Services, and other District Office Administrators) shall be appointed to a full-time position within ARSD unless such action is deemed to be in the best interests of ARSD, in which case a majority vote of the Board is required to approve the appointment.
2. However, immediate family members of an Administrator may be employed for a limited term or on a short-term basis (e.g., substitute teaching, coaching, summer positions) through a competitive process among other persons who are eligible for the position.
3. ARSD employees who were employed prior to the appointment of a relative as an Administrator are exempt from the provisions of this policy. However, an ARSD employee who is an immediate family member of an Administrator shall not serve in a position that is in a line relationship involving immediate supervision and evaluation of that position by the Administrator.

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**Relatives of District Employees**

Members of the same immediate family may be employed in the same department or work location when approved in writing by the Superintendent and only under such terms and conditions as specified by the Superintendent. However, an employee shall not be appointed to a position that places him or her in a direct line to supervise or be supervised by an immediate family member.

In the appointment and selection of new employees ARSD shall adhere to this policy. All current supervisor/employee relationships established prior to the adoption of this revised policy will not be affected by this policy, so long as they remain in present assignments. It is the intent of these rules to avoid any situation where there can arise a conflict of interest or the perception of a conflict of interest either on the part of the member of the Board or a member of the administrative staff.

(cf 9270 – Board Member Conflict of Interest)

Legal Reference: Connecticut General Statutes  
Section 7-479 – Conflicts of interest.  
Section 46b-38nn – Equality of benefits, protections, and responsibilities (civil unions).  
Section 46b-38oo – Applicability of statuses to civil unions and parties to a civil union.  
10-153a et seq. – Teacher Negotiation Act.  
7-467 et seq. – Municipal Employees Relations Act.  
United States vs. Windsor, U.S. 133 S. Ct. 2675 (2013).