

4112.8

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Personnel --Certified/Non-Certified

Nepotism: Employment of Relatives

It is the intent of this policy to avoid any situation where a conflict of interest can arise either on the part of the members of the Board of Education or a member of the staff.

~~1. No member of the immediate family (spouse, civil union partner, child, parent, sibling, or household member) of a Board of Education member shall be appointed to a full-time position in the school district.~~

2. Persons related ~~otherwise~~ by blood, marriage or civil union partner, to a Board of Education member may be employed following full disclosure of the relationship by the Board of Education member in a public meeting. For appointment of the Superintendent, sufficient vote of appointment shall be without counting the vote of the related Board of Education member.

~~3. A spouse or civil union partner, or child of a Board of Education member may be employed for limited term or short term employment on a competitive basis among persons who are eligible.~~

~~4. Employees whose employment predates the election of a relative to the Board of Education are exempt from the provisions of this policy.~~

5. Persons related by blood or marriage, or civil union partner to members of the staff shall not be appointed to a position that is in a line relationship involving supervision and evaluation of the position.

6. 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.)

(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.

[10](#)-153a et seq. Teacher Negotiation Act

[7](#)-467 et seq. Municipal Employees Relations Act

Policy adopted: September 26, 2013

DERBY PUBLIC SCHOOLS

Derby, Connecticut