

## 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.

\* The term "spouse" refers to any individuals who are lawfully married under any state law, including individuals married to a person of the same sex who were legally married in a state that recognizes such marriage, but whose domicile (permanent residence) is in a state that does not recognize such marriages.

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.

\*The term "marriage" includes a same-sex marriage that is legally recognized in Connecticut.

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)

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

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

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  
*United States v. Windsor*, U.S. 133 S. Ct. 2675 (2013)

Policy adopted: April 11, 2016

THOMASTON PUBLIC SCHOOLS  
Thomaston, Connecticut

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

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

The following regulations shall govern conflict of interest in the employment of staff:

1. Persons related 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 and sufficient vote of appointment without counting the vote of the related Board of Education member. Any person who abstains from the role must state the reason for the conflict.
2. Persons related by blood, marriage, or civil union partner 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.
3. 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.)

For purposes of this regulation the term “marriage” is defined to include a same-sex marriage that is legally recognized as a marriage under any state law.

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

(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  
*United States v. Windsor*, U.S. 133 S. Ct. 2675 (2013)

Regulation approved: April 11, 2016

THOMASTON PUBLIC SCHOOLS  
Thomaston, Connecticut