

Personnel — Certified/Non-Certified

**Nepotism: Employment of Relatives**

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

Individuals who are related by blood, marriage, civil union or law may be employed by the same department or work location in a non supervisor/employee relationship only when approved by the Superintendent of Schools and the Board of Education.

The Board of Education will not hire individuals who are related by blood, marriage, civil union or law to the Central Office Administration staff. An exception to the above can only occur with a two-thirds vote of the Board Members.

As used in this policy, the word "Department" shall mean and include those levels of organization under the Superintendent's office into which the various structural areas of operation of the school district are divided.

In the event of marriage or civil union between employees of the Stratford Public Schools, 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 to 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.

In the appointment and selection of new employees, the District shall adhere to this policy. All current supervisor/employee relationships established prior to the adoption of this policy will not be affected by this policy so long as they remain in present assignments.

Legal Reference:

C.G.S 7-479 Conflicts of Interest

C.G.S. 46b-38nn Equality of benefits, protections and responsibilities (civil unions)

C.G.S. 46b-38oo Applicability of statutes to civil unions and parties to a civil union.

Town of Stratford Ordinance Re: Article IV. Ethics Code (#08-09)