



CONSOLIDATED SCHOOL DISTRICT OF NEW BRITAIN

Board Policy Statement

4112.8/4212.8 - Employment of Relatives

Approved on June 2, 2014

The Consolidated School District of New Britain and its employees adhere to the highest standards of ethical conduct. It is the intent of this policy to avoid any situation where a conflict of interest might arise on the part of a board member or a member of the administrative staff without unnecessarily excluding qualified applicants from seeking employment opportunities with the Consolidated School District of New Britain.

- A. Persons related by blood or marriage 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.
- B. A spouse 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.
- C. Employees whose employment predates the election of a relative to the Board of Education are exempt from the provisions of this policy.
- D. Persons related by blood or marriage to members of administrative staff shall not be appointed to a position that is in a line relationship involving supervision and evaluation of the position.
- E. 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. However, members of the same family shall not be approved in direct line of supervision.
- F. A spouse or child of administrative staff member may be employed for limited term or short-term employment on a competitive basis among persons who are eligible.
- G. Administrative staff are those employees who are charged with interviewing or otherwise screening job applicants or evaluating and/or supervising any other district employee, regardless of whether the administrator is a certified or classified employee.

Legal References/Citations

Connecticut General Statutes

7-479 - Conflict of Interest

10-232 - Restrictions of Employment of Members of the Board of Education