

BLOOMFIELD PUBLIC SCHOOLS
Bloomfield, Connecticut

BOARD POLICY

No. 4112.8 / 4212.8(a)

**RE: Nepotism – Employment of Relatives
Personnel – Certified/Non-Certified**

Approved: 9/4/18

It is the policy of the 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 between two individuals who are related by blood, marriage*, civil union or law.

<p>*The term “marriage” includes a same-sex marriage that is legally recognized in Connecticut.</p>
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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 district, 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, same-sex marriage.

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BOARD POLICY

No. 4112.8 / 4212.8(b)

In the appointment and selection of new employees, the district shall adhere to this policy. No current employee will be discharged or denied re-employment pursuant to an applicable recall provision based on this policy.

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 statutes to civil unions and parties to a civil union.

Section 10-153a et seq. Teacher Negotiation Act

Section 7-467 et seq. Municipal Employees Relations Act

United States v. Windsor, U.S. 133 s. CT. 2675 (2013)