

Personnel - Certified/Non-Certified

Employment of Relatives

Notwithstanding the customary recruitment, selection and appointment practices outlined in other Ledyard Board of Education policies, the following guidelines shall govern conflict of interest in staff employment:

For the purposes of this policy, an “**immediate family member**” includes a spouse, a domestic partner of a civil union, another person cohabitating with the person in a conjugal relationship that is not a legal marriage, children, an individual who fills or has filled the role of a parent, siblings, immediate in-laws, others considered to be members of the household and living under the same roof, or any person for whom a Board member or District employee is the primary caregiver.

Relatives of Board Members

1. No immediate family member of a Board member shall be appointed to a full-time position within the Ledyard Public Schools system, unless such action is deemed to be in the best interests of the District, in which case a majority vote of the Board (excluding the related Board member) is required to approve the appointment.
2. However, immediate family members of a Board member may be employed for a limited term or on a short-term basis (e.g., substitute teaching) through a competitive process among other persons who are eligible for the position.
3. Persons otherwise related by blood or marriage (i.e., not an immediate family member) to a Board member may be employed following full disclosure of the relationship by the Board member in a public meeting. The Board member shall refrain from participating in any discussion and/or vote on the relative’s employment.
4. District employees who were employed prior to the election of a relative to the Board are exempt from the provisions of this policy.

Relatives of Administrators

1. No immediate family member of an Administrator (i.e., Superintendent, Assistant Superintendent, Director of Special Services, Building Principals and Assistant Principals) shall be appointed to a full-time position within the Ledyard Public Schools system, unless such action is deemed to be in the best interests of the District, in which case a majority vote of the Board is required to approve the appointment.
2. However, immediate family members of an Administrator may be employed for a limited term or on a short-term basis (e.g., substitute teaching) through a competitive process among other persons who are eligible for the position.
3. District employees who were employed prior to the appointment of a relative as an Administrator are exempt from the provisions of this policy. However, a District employee who is an immediate family member of an Administrator shall not serve in a position that is in a line relationship involving supervision and evaluation of that position by the Administrator.

Relatives of District Employees

Members of the same immediate family may be employed in the same department or work location when approved in writing by the Superintendent and only under such terms and conditions as specified by the Superintendent. However, an employee shall not be appointed to a position that places him or her in a direct line to supervise or be supervised by an immediate family member.

Related Policies:

4118.13 / 4218.13 – Employee Conflict of Interest
9270 – Board Member Conflict of Interest

Legal Reference:

Connecticut General Statutes, Section 7-479 – Conflicts of interest.

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LEDYARD PUBLIC SCHOOLS
Ledyard, Connecticut