

Series 4000

4116
4216

Personnel Certified **Personnel Non-Certified**

Nepotism

It is the policy of the Eastford Board of Education (the “Board”) to recruit and hire qualified applicants for employment within the Eastford Public Schools (the “District”), while avoiding both nepotism and the appearance of nepotism.

Notwithstanding the customary appointment practices outlined in policy #4110, Hiring of Certified Staff and #4210, Hiring of Non-Certified Staff:

1. No spouse, parent, child, sibling, or dependent of a Board member shall be appointed as a Superintendent or administrator in this District.
2. Persons related by blood or marriage to a Board member may be employed in a contracted position following full disclosure of the relationship by the Board member in a public meeting and sufficient vote of appointment without counting the vote of the related Board member.
3. Persons related by blood or marriage to members of the administrative staff may be employed in a contracted position following full disclosure of the relationship and sufficient vote of appointment, provided that such individual shall not be appointed to a position that is in a line relationship involving supervision and evaluation of the position by the administrative staff member.
4. No employee shall directly supervise or evaluate any of his or her relatives.

Policy adopted: 9/10/98
Revised: 8/14/14, 10/14/21

Eastford Board of Education