

SALEM SCHOOL SYSTEM  
Salem, Connecticut

PERSONNEL – CERTIFIED / NON-CERTIFIED

NEPOTISM: EMPLOYMENT OF RELATIVES

This policy shall govern conflict of interest in the employment of staff:

1. 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.
2. Persons related by blood or marriage to members of the administrative staff shall not be appointed to a position that is in a line relationship involving supervision and evaluation of the position.
3. 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. (Exception: Members of the same family shall not be approved in direct line of supervision.)

It is the intent of this policy to avoid any situation where a conflict of interest can arise either on the part of the member of the Board of Education or a member of the administrative staff.

1<sup>st</sup> Reading: June 8, 1999  
Policy Adopted: July 13, 1999