

Policy 401.03: Nepotism**Status:** ADOPTED**Original Adopted Date:** 4/29/2002 | **Last Reviewed Date:** 2/12/2024 | **Last Revised Date:** 1/13/2020

More than one family member may be an employee of the school district. It is within the discretion of the superintendent to allow one family member employed by the school district to supervise another family member employed by the school district.

The employment of more than one individual in a family is on the basis of their qualifications, credentials and records.

NOTE: School district employment of more than one family member is permissible by law. School districts, however, have the discretion to prohibit the hiring of family members. Boards that choose to prohibit nepotism should do so in board policy.

Boards that permit nepotism may want to add certain requirements to the hiring of family, such as requiring board approval prior to hire. It is recommended that one family member not be allowed to supervise or evaluate another family member unless the superintendent or board approves it. This policy is written to permit nepotism and, upon approval of the superintendent, one family member may supervise another. The clause in brackets can be added to the policy if the board also want to approve the supervisory issue.

Legal Reference: Iowa Code §§ 20; 71; 277.27; 279.8 (2013).

I.C. Iowa Code

Iowa Code § 20

Description[Collective Bargaining](#)

Iowa Code § 277.27

[School Elections - Qualifications](#)

Iowa Code § 279.8

[Directors - General Rules - Bonds of Employees](#)

Iowa Code § 71

[Nepotism](#)**Cross References****Code**

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Description[Board of Directors' Conflict of Interest](#)

405.02

[Licensed Employee Qualifications, Recruitment, Selection](#)

411.02

[Classified Employee Qualifications, Recruitment, Selection](#)