| **Policy 401.03: Nepotism** | **Status:** ADOPTED |
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| **Original Adopted Date:** 01/17/2024 **| Revised Date:** 01/17/2024 **| Reviewed Date:** 01/17/2024 |  |

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 *[subject to the approval of the board].*  
  
The employment of more than one individual in a family is on the basis of their qualifications, credentials and records.

| Legal Reference: | Iowa Code §§ 20; 71; 277.27; 279.8 (2013). |
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| **I.C. Iowa Code** | **Description** |
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| Iowa Code § 20 | [Collective Bargaining](https://www.legis.iowa.gov/docs/code/20.pdf) |
| Iowa Code § 277.27 | [School Elections - Qualifications](https://www.legis.iowa.gov/docs/code/277.27.pdf) |
| Iowa Code § 279.8 | [Directors - General Rules - Bonds of Employees](https://www.legis.iowa.gov/docs/code/279.8.pdf) |
| Iowa Code § 71 | [Nepotism](https://www.legis.iowa.gov/docs/code/71.pdf) |

**Cross References**

| **Code** | **Description** |
| --- | --- |
| 203 | [Board of Directors' Conflict of Interest](https://simbli.eboardsolutions.com/Policy/ViewPolicy.aspx?S=36031104&revid=NpIfJXCNcZEL2dbu7lbYCQ==) |
| 405.02 | [Licensed Employee Qualifications, Recruitment, Selection](https://simbli.eboardsolutions.com/Policy/ViewPolicy.aspx?S=36031104&revid=9jTa5bgpP4plusjNeDXPIHOCg==) |
| 411.02 | [Classified Employee Qualifications, Recruitment, Selection](https://simbli.eboardsolutions.com/Policy/ViewPolicy.aspx?S=36031104&revid=VQQRgmkQt1H2uzbGDqXofQ==) |