

**Board Policy 1615: Trustee Spouse Employment**

**Status:** Adopted

**Original Adopted Date:** 07/2016 | **Last Revised Date:** 10/13/2025 | **Last Reviewed Date:** 09/08/2025

It is generally unlawful for a Trustee to have their spouse employed by the District in any paying position whereby such employment would require the payment or delivery of any District funds, money, or property to their spouse.

Districts with 400 or Fewer Students

However, if the District had a fall enrollment of 400 or fewer students in the prior school year the Board may employ the spouse of a Trustee if the following conditions are met:

1. The spouse will be employed in a non-administrative role.
2. The spouse is selected through the District's approved hiring process.

All Districts with 1,200 or Fewer Students

In any case where the Board hires a Trustee's spouse, throughout the course of the spouse's employment, the Trustee shall abstain from voting in any decision that affects the compensation, benefits, individual performance evaluation, or disciplinary action relating to the spouse and shall be absent from the meeting while such issues are being considered. Such limitation shall include a prohibition on voting and attendance with regard to the following subject matters:

1. Negotiations regarding compensation and benefits;
2. Discussion and negotiation with District benefits providers; and
3. Any matters relating to the spouse and letters of reprimand, direction, probation, or termination.
4. Regardless of spouse employment status, the Trustee may participate in deliberations and vote upon the District's annual fiscal budget and annual audit report;  
If a Trustee's spouse is hired in a classified position, they shall be employed as an at-will employee with no contract status and no right to continue employment.

---

**Legal References**

IC § 33-507

**Description**

Limitation Upon Authority of Trustees