

# Board Policy

Code No. 401.3

## NEPOTISM

More than one family member may be an employee of the school district. The employment by the Board of more than one individual in a family shall be on the basis of their qualifications, credentials and records.

Any employee who is responsible for employing, evaluating, promoting, disciplining, or terminating other employees, should not be placed in a position of having to make such personnel decisions affecting a member of his/her household or family. Recognizing that personnel decisions are crucial to effective and efficient operation, it is in the best interests of the District to insure proper accountability, and perception thereof, by avoiding the factor of family relationship in supervisor/supervisee roles. This policy refers to all employees, licensed and classified, including full-time and part-time employees, and substitutes.

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

Cross Reference: 405.2 Licensed Employee Qualifications, Recruitment Selection  
411.2 Classified Employee Qualifications, Recruitment Selection

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