

STAFF PERSONNEL

Series 400

POLICY TITLE NEPOTISM

No. 401.3

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

Assignment of family members to the same building and/or department and the supervision of an “immediate” family member shall be avoided. “Immediate” family is described as spouse, child, significant other, sibling, ward, parent, son or daughter in-law, or comparable relative of a spouse or significant other.

In the case of a difficult to fill position, which may have been posted and did not result in a qualified candidate, special consideration for the employment for an “immediate” family member supervised by a family member may be considered and approved by the Board.

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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