

NEPOTISM

More than one family member may be employed by the District. However, an attempt shall be made so that an employee does not immediately supervise a member of the employee's family. If necessary, arrangements shall be made so that another supervisor evaluates and disciplines the employee working in a position normally supervised by a family member. For purposes of this policy, a family member shall be deemed a parent, child, spouse, grandparent, brother, sister, or significant other of the employee or of the employee's spouse.

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.

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

Approved \_\_\_\_\_ Reviewed 9/11/2023 Revised 9/11/2023