

Board Policy Document

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## **STAFF PERSONNEL**

### ***Series 400***

**Policy Title: District Employee Liability**

**Code Number: 405.1**

Employees shall not be held personally liable for actions taken in the performance of their duties and responsibilities vested in them by the laws of Iowa and the members of the school district community. In carrying out the duties and responsibilities, employees shall act in good faith.

The District shall defend, save harmless and indemnify employees against tort claims or demands, whether groundless or otherwise, arising out of an alleged act or omission occurring within the scope of their official duties, unless it constitutes a willful or wanton act or omission. However, the District shall not save harmless or indemnify employees for punitive damages.

First Adoption: July 12, 1983

Revision Adoption: March 24, 1998/February 10, 2004/August 24, 2009

Legal Reference: Iowa Code §670.2, 670.8, 670.12