

Nonschool Employment by District Employees

A District employee's outside work or self-employment is of concern to the Board insofar as it may:

1. Prevent the employee from performing assigned responsibilities in an effective manner;
2. Be prejudicial to proper effectiveness in the District employment position or compromise the District; or
3. Raise a question of conflict of interest – for example, where the employee's District employment position permits access to information or other advantage useful to the outside employer.

Therefore a regular employee's position in the District shall take precedence over any type of outside work or self-employment. Employees are free to carry on individual work or self-employment projects as long as no District facilities, equipment or school(s) are used, except as provided by policy, and the outside work or self-employment does not interfere with the employees' performance of District assigned duties.

In addition, an employee may not perform any duties related to outside work or self-employment during scheduled District employment position working hours or during the additional time that is needed to fulfill the responsibilities of the District position. Employees who violate this policy are subject to reprimand, suspension, or termination.

Teachers shall not engage in private tutoring during the school year without written authorization from the Superintendent.

Except by prior written authorization from the Superintendent, school buildings are not to be used for private tutoring or classes for which students pay a fee to a staff member unless a rental contract has been entered into with the District.

Previous Policy: 405.6

Cross Reference: Policy 9330 Facilities Operations

Policy History:

Adopted on: May 23, 2017

Revised on: