

NONSCHOOL EMPLOYMENT BY PROFESSIONAL STAFF MEMBERS

The School Board is pleased to have members of its staff serve as consultants or workers for outside individuals and organizations, provided that their responsibilities to district paid positions in the school system are adequately met. Each staff member is expected to restrict his/her outside work to his/her district paid hours.

When a person is hired on a regular, full-time basis, the Board considers that it has given him/her full-time employment. It shall, therefore, expect all employees to give the responsibilities of their positions in the district precedence over any type of outside part-time work.

The outside work done by a staff member is of concern to the Board insofar as it may:

1. Prevent the employee from performing his/her responsibilities in an effective manner.
2. Be prejudicial to his/her effectiveness in the position; or might compromise or embarrass the school district.
3. Raise a question of conflict of interest – for example, where the employee's position in the district gives him/her access to information or another advantage useful to the outside employer.

Therefore, an employee will not perform any duties related to an outside job during his/her regular working hours or during the additional time that he/she needs to fill the responsibilities of the position; nor will an employee use any district facilities, equipment, or materials in performing outside work.

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