

**NON-SCHOOL EMPLOYMENT BY
PROFESSIONAL STAFF MEMBERS**

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 s/he needs to fulfill the responsibilities of the position; nor will an employee use any District facilities, equipment, or materials in performing outside work.

Proposed: 04/03/00

Adopted: 05/01/00