

NON-SCHOOL EMPLOYMENT BY PROFESSIONAL STAFF MEMBERS

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

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

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

On the other hand, outside professional assignments requested of and undertaken by a staff member, such as consultative work, college teaching, professional writing, etc. reflects credit upon the school system, and may contribute to the staff member's professional growth.

The policy of this School Committee on the outside employment of its staff members shall be as follows:

- a. An employee shall not perform any duties related to an outside job during his regular working hours
- b. An employee shall not use any district facilities, equipment, or materials in performing outside work.

Adoption Date: February 1, 1993

Effective Date: February 1, 1993