

NON-SCHOOL EMPLOYMENT

The Governing Board recognizes that personnel of the school District may receive compensation for outside activities as long as such activities are not inconsistent, incompatible, in conflict with, or inimical to the duties of the school district.

The Superintendent is authorized to determine which outside activities are inconsistent, incompatible, or in conflict with any employee's duties.

Such outside activities may be prohibited if they:

1. involve, for private gain or advantage, the use of district time, facilities, equipment or supplies, or the name, prestige or influence of the district, or
2. involve the acceptance of any money or other consideration from any person or agency, other than this school district, for the performance of any act which the District would normally consider a part of the duties of the employee, or
3. involve the performance of an act as part of the employee's outside activities which may later be subject to the control, inspection, review, audit or enforcement of any other officer or employee of the school District, or
4. make such time demands of the employee that there is interference with the proper discharge of the employee's duties, or
5. would be unethical, or bring disrepute to the District, or cause poor public relations between the District and the community.

Legal Reference:

EDUCATION CODE

- 35160 Powers of Governing Board after January 1, 1976
- 35160.1 Board authority of school districts
- 51520 Prohibited solicitation on school promises

GOVERNMENT CODE

- 1126 Incompatible activities of employees

Policy Adopted:

- HS BD: 11/20/85
- EL BD: 7/6/82

Policy Revised:

- Joint Board: 3/25/97