

EMPLOYMENT REQUIREMENTS AND RESTRICTIONS:
NONSCHOOL EMPLOYMENT

DBF
(REGULATION)

PRIVATE
CONSULTING

Private consulting work for full-time District employees is discouraged. However, employees may be permitted to do so provided days are charged to vacation, personal business, or compensatory days.

PRIVATE TUTORING

The District provides tutoring programs for students having academic difficulties. However, on occasion a student and/or his/her parent may feel that the student can benefit from additional tutoring. Elementary employees cannot tutor, for compensation, a student currently enrolled in the same grade at the same school where the teacher is employed. Secondary employees cannot tutor, for compensation, a student currently enrolled in the same course(s) at the same school where the teacher is employed. Provisions of Board Policy DBF (LOCAL) must be followed in relation to dual employment before tutoring students for pay.

NON-SCHOOL
RELATED ACTIVITIES

Employees sponsoring nonschool-related student travel or other activities in the summer or during vacation times shall not take advantage of their access to students to advertise or promote student-focused activities. Employees must follow the same procedures as any other community member in advertising nonschool-sponsored activities or events for profit or personal benefit. Refer to the related codes in Board Policy and/or Administrative Regulations at DBD regarding "conflict of interest" and GKB regarding "advertising in the schools."

All advertisements should clearly state that the activity/event is nonschool-sponsored or nonschool-related. Likewise, employees must be careful to separate their District employment status from their status as a public citizen sponsoring an activity/event. (For example, an appropriate advertising statement would be "a teacher with 21 years experience.")