

**IRVINE CHINESE IMMERSION ACADEMY  
Board Policy**

**Board of Directors**

**Government Code §1126**

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**Effective Date: July 1, 2023**

**Board Action: June 29, 2023**

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**Policy**

Except as provided in Government Code sections 1128 and 1129, an officer or employee of Irvine Chinese Immersion Academy shall not engage in any employment, activity, or enterprise for compensation which is inconsistent, incompatible, in conflict with, or inimical to his or her duties as an officer or employee of Irvine Chinese Immersion Academy or with the duties, functions, or responsibilities of his or her appointing power or as an employee of Irvine Chinese Immersion Academy. No officer or employee of Irvine Chinese Immersion Academy shall perform any work, service, or counsel for compensation outside of his or her local agency service of employment where any part of his or her efforts will be subject to approval by any other officer, employee, board, or commission of his or her employing body, unless otherwise approved in the manner prescribed below.

The governing board of Irvine Chinese Immersion Academy prohibits the following outside activities as inconsistent with, incompatible to, or in conflict with an officer or employee's duties: (1) any activity involving the use for private gain or advantage of his or her local agency time, facilities, equipment and supplies; or the badge, uniform, prestige, or influence of his or her local agency office or employment or, (2) any activity involving receipt or acceptance by the officer or employee of any money or other consideration from anyone other than his or her local agency for the performance of an act which the officer or employee, if not performing such act, would be required or expected to render in the regular course or hours of his or her local agency employment or as a part of his or her duties as a local agency officer or employee or, (3) any activity involving the performance of an act in other than his or her capacity as a local agency officer or employee which act may later be subject directly or indirectly to the control, inspection, review, audit, or enforcement of any other officer or employee or the agency by which he or she is employed, or (4) any activity involving the time demands as would render performance of his or her duties as a local agency officer or employee less efficient.

Irvine Chinese Immersion Academy shall provide at least fifteen (15) business days written notice to any officer or employee of any determination its governing board may make regarding a determination of prohibited activities and at least fifteen (15) subsequent business days notice of any disciplinary action to be taken against an officer or employee for engaging in the noticed prohibited activities.

An officer or employee may appeal a determination of prohibited activities of the governing board to a neutral mediator, subject to the approval of both the governing board and the appealing party without unreasonable delay, with the costs of mediation to be borne equally by both parties; neither party is entitled to any award of attorneys fees.