

**NONSCHOOL EMPLOYMENT BY STAFF MEMBERS**

Employees may, during the hours not required of them to fulfill their responsibilities to the Alexandria City School Board (Board), engage in other employment as long as such employment does not detract from or interfere with their employment by the Board and in compliance with Policy BBFA: School Board Members and Employees-Conflict of Interests.

An employee who is on leave from Alexandria City Public Schools (ACPS) in a paid or unpaid status, may not be employed by the Board in another capacity or by any other employer in any capacity during the period of leave except with the prior written authorization of the Superintendent or the Superintendent’s designee.

The Board does not endorse, support, or assume liability for any activity conducted by Board employees in which division students or employees participate which is not sponsored by the Board.

Adopted: March 4, 1999  
Amended: May 5, 2016  
Amended: May 9, 2024

Legal Ref.: 29 C.F.R. 825.216(e)  
Code of Virginia, 1950, as amended, §§ 22.1-70, 22.1-78

Cross Refs.: BBFA School Board Members and Employees-Conflict of Interests  
GAA Staff Time Schedules  
GAH School Employee Conflict of Interests  
GCBE Family and Medical Leave  
GCBEA Leave Without Pay  
GCBEB Military Leave and Benefits  
GCQAB Tutoring for Pay  
GCQB Staff Research and Publishing  
IICA Field Trips