

OUTSIDE EMPLOYMENT

Employees may only engage in outside employment under the following terms and conditions:

- a. Employees will not engage in outside business activities or render any service for another employer during such times as duties and responsibilities have been assigned to such employees by Athens City Schools;
- b. Employees will not accept outside employment that would interfere with or impair the ability of the employee to perform duties as a Board employee effectively;
- c. Employees may not accept work that could compromise the employee's independent judgment in the exercise of duties for the Board; and
- d. Employees may not use or disclose confidential information acquired through Board employment for their personal gain or for the benefit of a third party.

Furthermore, employees of the school system shall not engage in any outside employment that diminishes their effectiveness as employees; creates time or energy demands that interfere with fulfilling contractual responsibilities; compromises or brings discredit to the school system; or negatively impacts their employment status or professional ethics.

SOURCE: Athens City Board of Education, Athens, AL

ADOPTED: August 15, 1994; REVISED: June 5, 2008; REVISED: March 24, 2026.

LEGAL REF: Ala. Code § 16-11-9 (1975).