

## **Personnel**

### **Nonschool Employment**

The Board of Trustees recognizes that district employees may receive compensation for outside activities as long as these activities are not inconsistent, incompatible, in conflict with or inimical to the employee's duties or to the duties, functions or responsibilities of the district.

Outside paid activities are incompatible with district employment if they require time periods that interfere with the proper, efficient discharge of the employees' duties, if they entail compensation from an outside source for activities that are part of the employee's regular duties, or if they involve using for private gain the district's name, prestige, time, facilities, equipment or supplies.

(cf. 1321 – Solicitation of Funds from and By Students)

(cf. 4119.21/4219.21/4319.21 – Professional Standards)

(cf. 4135 – Soliciting and Selling)

(cf. 4137 – Tutoring)

(cf. 9270 – Conflict of Interest)

Upon determining that an employee's outside job is incompatible with district employment, the Superintendent or designee shall so inform the employee. An employee who continues to pursue an incompatible activity may be subject to disciplinary action. Appeals shall be addressed in accordance with law, Board policy and administrative regulations.

(cf. 4118 – Suspension/Disciplinary Action)

(cf. 4119.1 – Civil and Legal Rights)

(cf. 4144/4244/4344 – Complaints)

(cf. 4218 – Dismissal/Suspension/Disciplinary Action)

#### Legal Reference:

##### **EDUCATION CODE**

35160 Authority of governing boards

35160.1 Broad authority of school districts

51520 Prohibited solicitation on school premises

##### **GOVERNMENT CODE**

1126 Incompatible activities of employees

Policy Adopted: March 23, 1987

Policy Revised: September 26, 2005; December 5, 2005