

Nonschool Employment

It is recognized that employees are occasionally requested to provide assistance to other agencies.

Employees who accept such outside employment, whether or not such employment is during the normal work day, are subject to the following conditions:

1. Employment must not create a conflict of interest with the person's specific job or with the district in general;
2. The district has first call of the teacher's time during the normal working day. Administrators are subject to first call by the district during and after normal working hours;
3. Use of the normal work day for outside employment will be generally limited to educational activities such as serving as a consultant, teacher or resource person to other educational agencies or institutions. Teachers accepting fees for such services are required to remunerate the district for the cost of the substitute teacher. Administrators accepting fees for such services are required to charge the days absent from their district assignment against their vacation time;
4. The employee must obtain permission of the immediate supervisor prior to accepting outside employment which might result in time away from the district assignment. The immediate supervisor must consider such factors as potential conflict of interest, effect the absence may have on the employee's duties in the district and any other pertinent factors prior to granting permission for the leave;
5. Workers' compensation benefits, as provided through employment with the district, do not apply when injuries occur while engaged in outside employment. In addition, accumulated sick leave cannot be applied to days which are committed to employment outside the district.

Administrators may not accept compensation outside the adopted salary program for any services provided to the district.