

PERSONNEL

Outside Employment

The board of education recognizes the right of outside employment for any employee as long as the employment does not impair the effectiveness of the employee. Any outside employment should be consistent with the moral and ethical aspects of teaching students. Therefore, no employee shall:

1. Engage in any other employment or in any private business during the hours necessary to fulfill the duties of the school district position.
2. Make personal sales of supplies, materials, services, facilities, or equipment to students or use his/her position to influence such sales.
3. Solicit students to attend non-school district-sponsored camps, travel trips, special schools or other activities through which the employee will realize financial gain or advantage without approval of the superintendent of schools and a written “disclaimer statement” to the student and parent(s) or guardian(s) stating that the school district is not sponsoring, endorsing, or otherwise participating in any way with the student activity.

Therefore, no employee shall solicit any student for educational, ancillary or related services resulting in a financial benefit to the employee.

Further, employees shall not make use of materials, equipment, or facilities of the school district in private business without authorization of the superintendent.

If an individual is uncertain whether a given situation would violate the district’s conflict of interest policy, he/she shall immediately bring questionable situations to the attention of the superintendent or deputy superintendent.

References:

Michigan School Code Act 317, 1968;
MCL15.321-15.330, Public Service Conflict of Interest Act
Policy 8250: Conflict of Interest (board members)

Policy

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Reviewed: