All Personnel

NONSCHOOL EMPLOYMENT

In order to help maintain public trust in the integrity of district operations, the Governing Board expects all employees to give the responsibility of their positions precedence over any other outside employment. A district employee may receive compensation for outside activities as long as these activities are not inconsistent, incompatible, in conflict with, or inimical to his/her district duties.

The Board of Trustees recognizes that district employees may receive compensation for outside activities as long as these activities are not inconsistent, in conflict with, or inimical to the employee’s duties, functions or responsibilities of the district. Teachers must consider teaching school their primary job, to which their allegiance and energy are due.

An outside activity shall be considered inconsistent, incompatible, or inimical to district employment when such activity: (Government Code 1126)

1. Requires time periods that interfere with the proper, efficient discharge of the employee's duties

2. Entails compensation from an outside source for activities which are part of the employee's regular duties

3. Involves using the district's name, prestige, time, facilities, equipment, or supplies for private gain

4. Involves service which will be wholly or in part subject to the approval or control of another district employee or Board member

(cf. 4119.21/4219.21/4319.21 - Professional Standards)
(cf. 4119.23/4219.23/4319.23 - Unauthorized Release of Confidential/Privileged Information)
(cf. 9270 - Conflict of Interest)
(cf. 1321 - Solicitation of Funds from and by Students)
(cf. 3300 - Expenditures and Purchases)
(cf. 4040 - Employee Use of Technology)
(cf. 4132/4232/4332 - Publication or Creation of Materials)
(cf. 4135/4235/4335 - Soliciting and Selling)
(cf. 6161.1 - Selection and Evaluation of Instructional Materials)
(cf. 4112.9/4212.9/4312.9 - Employee Notifications)
(cf. 4118 - Suspension/Disciplinary Action)
(cf. 4119.1/4219.1/4319.1 - Civil and Legal Rights)
NONSCHOOL EMPLOYMENT (continued)

(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
1127  Incompatible activities; off duty work
1128  Incompatible activities, attorney
CODE OF REGULATIONS, TITLE 5
80334  Unauthorized private gain or advantage
ATTORNEY GENERAL OPINIONS

Management Resources:
WEB SITES
CSBA:  http://www.csba.org