

## R 3230 OUTSIDE ACTIVITIES

### A. Outside Employment

1. A full-time employee may engage in outside employment only when such employment does not:
  - a. Constitute a conflict of interest,
  - b. Occur at a time when the employee has assigned district duties, or
  - c. Diminish the employee's efficiency in performing assigned district duties.
2. A full-time employee who engages in employment outside the district shall report that employment to the Principal if accommodation is necessary.

### B. Private Enterprise

1. No employee may conduct activities on school district property designed to advance a private enterprise without the express permission of the Principal. Permission will not be given for solicitations or collections on behalf of a private enterprise.
2. No employee may, on school premises, advertise, recruit, or finance trips for pupils other than those expressly approved by the Board of Education. School property may not be used as the point of departure or arrival for any such privately arranged trip.

### C. Outside Associations

Employees should avoid conduct and associations outside the classroom that, if known, would have an adverse or harmful effect upon pupils or the instructional program.

Adopted: May 26, 2009

