

GCR—Nonschool Employment of Professional Staff

Students are the Priority

A regular, full-time employee's position in the School shall be given precedence over any type of outside work or self-employment. Employees are free to carry on individual work or self-employment projects as long as no School facilities, or equipment are used, except as provided by policy, and the outside work or self-employment does not interfere with the employees' performances of School-assigned duties.

The outside work or self-employment by a staff member is of concern to the Board insofar as it may:

- Prevent the employee from performing assigned responsibilities in an effective manner.
- Be prejudicial to proper effectiveness in the position or compromise the School.
- Raise a question of conflict of interest - for example, where the employee's position in the School permits access to information or other advantages useful to the outside employer.

Therefore, an employee may not perform any duties related to outside work or self-employment during regular School working hours or during the additional time that is needed to fulfill the responsibilities of the School position. Employees who violate this policy are subject to reprimand, suspension, or termination.