

# **Latrobe SD**

## **Board Policy**

### **Nonschool Employment**

BP 4136

#### **Personnel**

The Board of Trustees recognizes that district employees may receive compensation for outside activities as long as these activities are not inconsistent, incompatible, in conflict with or inimical to the employee's duties or to the duties, functions or responsibilities of the district.

Outside paid activities are incompatible with district employment if they require time periods that interfere with the proper, efficient discharge of the employee's duties, if they entail compensation from an outside source for activities which are part of the employee's regular duties, or if they involve using for private gain the district's name, prestige, time, facilities, equipment or supplies.

Upon determining that an employee's outside job is incompatible with district employment, the Superintendent/Principal or designee shall so inform the employee. An employee who continues to pursue an incompatible activity may be subject to disciplinary action. Appeals shall be addressed in accordance with law, Board policy and administrative regulations.

#### Legal Reference:

##### EDUCATION CODE

35160 Authority of Boards of Trustees

35160.1 Broad authority of school districts

51520 Prohibited solicitation on school premises

##### GOVERNMENT CODE

1126 Incompatible activities of employees

Policy LATROBE SCHOOL DISTRICT

adopted: March 15, 2005 Latrobe, California