

Hampton School District Policy	Section:	<u>G</u>
	Code:	GCR
	Title:	Non-School Employment by Professional Staff Members
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NON-SCHOOL EMPLOYMENT BY PROFESSIONAL STAFF MEMBERS

When a person is hired on a regular, full-time basis, the Hampton School Board considers that it has given him/her full-time employment. It expects employees to give the responsibilities of their positions in the District precedence over any type of outside part-time work.

The outside work done by a staff member is of concern to the Board insofar as it may:

1. Prevent the employee from performing his/her responsibilities in an effective manner.
2. Be prejudicial to his/her effectiveness in the position, or might compromise or embarrass the School District.
3. Raise a question of a conflict of interest.

Therefore, an employee will not perform any duties related to an outside job during his/her regular working hours or during the additional time that s/he needs to fulfill the responsibilities of the position; nor will an employee use any District facilities, equipment or materials in performing outside work.

An employee will confer with the Superintendent or his/her designee before accepting any outside employment, and will discuss impact of any outside employment on his/her employment with the District.

The Superintendent will oversee the carrying out of the policy, will advise the Board of any policy abuse, will request any policy exceptions, and will notify the Board if he/she believes this policy should be amended.

Adopted:	DATE: November 9, 2010
Reviewed:	Sept. 11, 2010
Revised:	November 8, 2005, September 11, 2010
Cancellation:	