

**Douglas Education
Service District**

Code: **GCQA/GDQA**
Adopted: 7/17/08
Readopted: 4/16/15
Orig. Code(s): 2330

Non-ESD Employment

The Board recognizes that many DESD employees are highly qualified professionals. As such, their expertise or technical services may be sought by other agencies. DESD employees are allowed to engage in private consulting activities or technical services on vacations, holidays, noncontract days or other nonduty times provided:

1. Employees disclose their private consulting activities or technical services to their supervisor prior to the activity.
2. DESD facilities shall not be used, e.g., vehicles, buildings, equipment, materials, supplies and personnel services.
3. Consulting activities or technical services do not interfere with performance of DESD duties.
4. There is no conflict of interest (this includes any transaction where a person acting in a capacity as a DESD employee takes any action or makes any decision or recommendation, the effect of which would be to the person's private pecuniary benefit).

The superintendent shall have the authority to establish administrative regulations governing nonESD employment. A synopsis of this policy and the administrative regulations that implement it may be published in the form of an employee handbook. The Board shall review the administrative regulations and employee handbook on an annual basis.

END OF POLICY

Legal Reference(s):

[ORS 334.125\(7\)](#)

Cross Reference(s):

GBC - Staff Ethics