

Ontario School District 8

Code: **GCQA/GDQA**
Adopted: 06/15/95
Readopted: 8/18/10
Orig. Code(s): GCQA/GDQA

Nondistrict Employment

The Board expects all employees to give the responsibilities of their positions in the district precedence over any type of outside part-time work.

Outside work done by a staff member is of concern to the Board in-so-far 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 district;
3. Raise a question of conflict of interest (e.g. where the employee's position in the district gives him/her access to information or another advantage useful to the outside employer);
4. Prevent the individual from assuming emergency duties required by the regular position.

Employees will not perform any duties related to an outside job during regular working hours nor will an employee use any district facilities, equipment or materials in performing outside work.

END OF POLICY

Legal Reference(s):

[ORS 332.107](#)

Cross Reference(s):

GBC - Staff Ethics