

# Treasure Valley Community College

Code: **GBC**  
Adopted: 10/20/98  
Readopted: 10/14/09  
Orig. Code(s): 401-7; 401-13

## Outside or Secondary Employment

No full-time employee shall engage in outside employment that interferes with regular College duties.

Full-time employees who instruct an occasional TVCC class (including HDEV, the BIZ Center, the Workforce Training Center, Community and Continuing Education, or SRCI) must do so on the employee's own time or upon permission from the employee's administrative supervisor. If the full-time employee instructs during his/her regular working hours, the employee will receive his/her regular pay and not additional monies from the College.

Outside or secondary employment for faculty is stated in their collective bargaining agreement.

### Family Employment Procedure

One member of an immediate family (the employee's spouse or spouse's parents, children, grandchildren, grandparents, brothers and sisters) shall not exercise supervisory authority over another member of the same family. Any exception must be recommended by the appropriate supervisor, authorized by the President, and reported to the Board at the next regular meeting.

END OF POLICY

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### Legal Reference(s):

[ORS 244.010](#) to-244.400  
[ORS 260.005](#)  
[ORS 294.311](#)  
[ORS 294.336](#)

[ORS 332.016](#)  
[ORS 659A.309](#)  
[OAR 199-005-0005](#) to-199-020-0020  
[OAR 584-020-0040](#)

OR. ETHICS COMM'N, OR. GOV'T ETHICS LAW, A GUIDE FOR PUBLIC OFFICIALS (2008).

### Cross Reference(s):

GBI - Gifts and Solicitations  
KJ - Vendor Policy