

Emery County School District



Policy: GER—Other Employment

Date Adopted: 17 August 1988
Current Review / Revision: 4 February 1998

When a person is hired on a regular, full-time basis, the Board considers that it has given that person full-time employment. The Board, therefore, expects such 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 District;
- 3) Raise a question of conflict of interest - for example where the employee's position in the District gives him / her access to information or another advantage useful to the outside employer.

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 facility, equipment, or materials in performing outside work.