

NONSCHOOL EMPLOYMENT BY DIVISION EMPLOYEES

Albemarle County Public Schools Board members are exempt from the provisions of this policy.

A. Selling ~~Educational Aids~~ Products and Services

No employee of the Board may take advantage of his/her position in the ~~s~~School ~~d~~Division to promote or to sell any products or services ~~educational aids~~ to students or parents of students enrolled in Albemarle County Public Schools or to County employees or visitors.

B. Commissions

No employee of the Board may accept any commission from any person or persons doing business with Albemarle County Public Schools.

C. Outside Employment

Employees of the Board may accept outside employment provided that the employment does not deduct from or interfere with ~~interfere with or affect~~ the quality of performance for which the Board hired the ——— employees and that the outside employment does not reflect adversely upon the ~~s~~School ~~d~~Division. To facilitate the School Division's compliance with this regulation, a School Division employee is required to make known to the department head or principal any employment at a different school location/local government position or outside of the School Division and to receive the department head's or principal's approval to engage in such employment. —The Superintendent/designee may require employees to report all outside——— employment.

D. Employment While on Leave

An employee who is on leave from Albemarle County Public Schools, in a paid or unpaid status, may not be employed by the School Board or any other employer in any capacity during the period of leave except with the prior written authorization of the Superintendent/Designee.

E. Participation in Outside Activities

The Albemarle County School Board does not endorse, support or assume liability for any activity conducted by School Board employees in which Division students or employees participate which is not sponsored by the School Board.

Adopted: July 1, 1993
Amended: December 8, 1997, April 28, 2005
Reviewed: July 8, 2004

Legal Ref.: ~~State and Local Government Conflict of Interests Act, Virginia Code section 2.2-3100 et. seq.~~ 29 C.F.R. 825.216(e)

Code of Virginia, 1950, as amended, §§22.1-70, 22.1-78