



Huntington Beach Union High School District Board Policies and Administrative Regulations

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Certificated Personnel

Nonschool Employment

1. Purpose and Scope

To establish guidelines for nonschool employment of certificated personnel.

2. Regulation

- A. Personnel of the school district may receive compensation for outside activities as long as such activities are not inconsistent, incompatible, in conflict with, or inimical to the duties of the employee, or to the duties, functions or responsibilities of the school district.
- B. The Superintendent is authorized to determine which outside activities are inconsistent, incompatible, or in conflict with any employee's duties.
- C. Such outside activities may be prohibited if they:
 - (1) Involve the use of district time, facilities, equipment or supplies, or the name, prestige or influence of the district for private gain or advantage.
 - (2) Involve the acceptance of any money or other consideration from any person or agency, other than this school district, for the performance of any act, which the district would normally consider a part of the duties of the employee.
 - (3) Involve the performance of an act as part of the employee's outside activities which may later be subject to the control, inspection, review, audit or enforcement of any other officer or employee of the school district.
 - (4) Make such time demands of the employee that there is interference with the proper discharge of the employee's duties.

Nonschool Employment (continued)

- (5) Would be unethical, or bring disrepute to the district or cause poor public relations between the district and the community.

Legal Reference:
