

Outside Employment and Outside Business Interests

The District desires to minimize conflicts of interest and potential conflicts of interest in connection with employment. To this end, the District permits its employees to maintain outside employment and outside business interests (“Outside Business Interests”), as defined below, under the following conditions:

1. The Outside Business Interest does not create an actual or potential conflict of interest;
2. The Outside Business Interest does not affect the ability of employees to perform their obligations to the District;
3. The employee does not use either their position with the District or District resources, including their District email, to improperly further their own outside business interests;
4. The Outside Business Interest does not negatively affect the reputation of the District; and
5. **Unless otherwise authorized by the District**, employees who engage in Outside Business Interests do so on their own time and not as a representative of the District and do not otherwise imply the District endorses their services or product.

Definitions

“Outside Employment” means performing services for a fee for an entity other than the Tredyffrin/Easttown School District, whether as an employee or independent contractor.

“Outside Business Interests” means any interests or activities undertaken by a District employee for financial or other remuneration outside their role at the District including but not limited to private consulting, or owning, operating or being employed by a private business. Ownership of a private business does not include a financial interest in a legal entity engaged in business for profit which comprises no more than five percent (5%) of the equity of the business or no more than five percent (5%) of the assets of the business. In other words, if a District employee owns five percent (5%) or less of a business and is not otherwise employed by the business, then that business interest is not covered by this policy.

“Non-District Sponsored Activity” means an Outside Business Interest which involves District students as participants either as customers, employees, participants or otherwise. This definition does not include students who are related to or share a household with the District employee. It also does not include student customers/employees/participants with whom contact is incidental and completely unsolicited by the District employee. An example of a Non-District Sponsored Activity is overnight travel to foreign countries sponsored by private companies employing District staff.

Questions regarding this Policy or the accompanying Regulation should be directed to the building principal or an employee’s immediate supervisor.

Non-District Sponsored Activities

The Board recognizes that from time to time students may have the opportunity to participate in Non-District Sponsored Activities.

The Board does not prohibit students from participating in Non-District Sponsored Activities or District staff members from sponsoring and/or planning such Non-District Sponsored Activities to the extent that there is no interference with the regular school program and/or other student/staff responsibilities. The Board does, however, regulate the circumstances under which and the procedures that must be followed when students are solicited to participate in Non-District Sponsored Activities on school grounds and by school personnel.

The Superintendent shall promulgate regulations implementing this Policy in accordance with the law which shall be designed to minimize any disruption to normal school operations caused by Non-District Sponsored Activities and to ensure employees keep separate their work-related activities from the Non-District Sponsored Activities.

The Board may from time to time direct the Superintendent or designee to make a recommendation concerning the participation of District students and/or staff in non-school sponsored foreign travel in the event of war, acts of terrorism, natural disasters or other circumstances which might endanger the safety/welfare of District students and/or staff.

Cross Reference

Policy and Regulation 4520 Tutoring for a Fee

Policy and Regulation 4970 Private Coaching or Training of Students by District Athletic Coaches

Policy 4020 Conflict of Interest and Disclosure of Confidential Information – Prohibition (TESD Employees)

Policy and Regulation 5461 Maintaining Appropriate Boundaries with Students

Policy and Regulation 7040 Use of District Facilities

Regulation 6146.1 Recognition of Athletic Clubs

Adopted: November 8, 1971

Revised: May 23, 1994

Reviewed: January 24, 2000

Revised: May 22, 2000

Reviewed: May 9, 2006

Reviewed: January 21, 2016

Revised: February 25, 2019

Reviewed: October 1, 2019

Revised: April 2, 2024