

### *Tutoring for a Fee*

In order to allow District students access to the many qualified private tutors who are also District employees, while minimizing the potential for conflict of interest created by teachers and other instructional staff tutoring their own students, the District permits tutoring of District students by District staff pursuant to the guidelines below and in accordance with Pennsylvania's *Code of Professional Practice and Conduct for Educators*, which provides in part: "The professional educator may not ... exploit a professional relationship for personal gain or advantage." This policy does not apply to after-school activities sponsored by the District or an elementary school-based parent organization.

#### Definitions

For purposes of this policy, "teachers and other instructional staff" includes classroom teachers, teachers of special subjects (e.g. music and art), counselors, psychologists, aides, special education teachers, teachers co-teaching with a classroom teacher, and related services providers, including but not limited to, speech therapists, occupational therapists and physical therapists.

"Tutoring" means providing additional, special, or remedial instruction to a student in the employee's assigned area of certification. Tutoring does not include providing group-based art or physical education activities for elementary school students where approved by the District.

"Current student" means a student on the teacher's and other instructional staff's class list or caseload or who is otherwise specifically assigned to the teacher and other instructional staff regardless of the time of year.

#### Tutoring Current Students for a Fee Prohibited

All District students are entitled to reasonable assistance from their teachers without additional cost. Allowing any teacher to charge a fee to their current students for tutoring creates an appearance that the student will have an unfair academic advantage. Therefore, teachers shall refrain from tutoring their current students for a fee either individually or in groups. Teachers may not initiate any type of private business or "tutoring for a fee" relationship with their current students, or those students' parents/guardians, regardless of when the tutoring may occur. For example, a teacher cannot solicit prospective business from a current student even if the tutoring may occur when the student is no longer in their class, such as during the summer.

#### Other Restrictions on Tutoring

No tutoring or private lessons for which a teacher or other instructional staff receives a fee may be carried on in the school building.

Teachers and other instructional staff may not use District resources such as their assigned computer or classroom materials, including assessments, in connection with a private tutoring business.

No solicitation for tutoring for a fee services may occur on District property or through any District means of communication.

Related References:

22 Pa.Code Section 235 (Code of Professional Practice and Conduct for Educators)

Adopted: September 8, 1969

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