

403.6 OTHER EMPLOYMENT

All personnel may engage in other employment unless such activity directly impinges upon the employee's services to the school district. Impingement upon the services to the school district would be such things as not being able to attend meetings for a reasonable length of time after school because of other commitments. Personnel who engage in other employment should realize that the school district does have a certain number of required meetings in which an employee may be expected to participate.

The board believes the primary responsibility of employees is to the duties of their position within the school district as outlined in their job description. The board considers an employee's duties as part of a regular, full-time position as full-time employment. The board expects such employees to give the responsibilities of their positions in the school district precedence over any other employment.

It is the responsibility of the superintendent to counsel employees, whether full-time or part-time, if, in the judgment of the superintendent and the employee's immediate supervisor, the employee's outside employment interferes with the performance of the employee's duties required in the employee's position within the school district.

The board may request the employee to cease the outside employment as a condition of continued employment with the school district.

LEG REF: Iowa Code §§ 20.7; 279.8.