

**Policy**

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NONSCHOOL EMPLOYMENT

School employees shall not engage in outside activities or perform any services other than those assigned by the district during the hours of the prescribed school day.

No outside work by a staff member shall prevent him/her from properly performing assigned functions during duty hours or be prejudicial to his/her work effectiveness.

Adopted: October 15, 2008  
NJSBA Review/Update: January 2019  
Readopted: December 11, 2019

Key Words

Nonschool Employment; Employee Outside Activities

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| <b><u>Legal References:</u></b> | <u>N.J.S.A.</u> 18A:6-8.1                | Leave of certain employees to serve in legislature                               |
|                                 | <u>N.J.S.A.</u> 18A:6-8.2                | Leave of certain employees to serve on board of chosen freeholders               |
|                                 | <u>N.J.S.A.</u> 18A:6-8.4                | Right to hold elective or appointive state, county or municipal office           |
|                                 | <u>N.J.S.A.</u> 18A:11-1                 | General mandatory powers and duties  |
|                                 | <u>N.J.S.A.</u> 18A:12-24                | School officials; prohibited conduct   |
|                                 | <u>N.J.S.A.</u> 18A:17-18                | Full time required of superintendents; when                                      |
|                                 | <u>N.J.S.A.</u> 18A:27-4                 | Power of boards of education to make rules governing employment of teacher, etc. |
|                                 | <u>N.J.S.A.</u> 18A:54-20                | Powers of board (county vocational schools)                                      |
|                                 | <u>N.J.S.A.</u> 52:13D-12 <u>et seq.</u> | New Jersey Conflicts of Interest Law   |
|                                 | <u>N.J.A.C.</u> 6A:28-1.1 <u>et seq.</u> | School Ethics Commission   |

**Possible**

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| <b><u>Cross References:</u></b> | *3514            | Equipment            |
|                                 | *4119.21/4219.21 | Conflict of interest |
|                                 | *4138.2          | Private tutoring     |

\*Indicates policy is included in the Critical Policy Reference Manual.