

Dickson County Board of Education

Monitoring: Review: Annually, in March	Descriptor Term: Non-School Employment	Descriptor Code: 5.607	Issued Date: 08/23/12
		Rescinds: 5.6070	Issued: 10/23/1997

1 A given professional position may require additional hours during evenings or other times when offices
2 may be closed. Outside employment is regarded as employment for compensation which is not within
3 the duties and responsibilities of the employee's regular position with the school system.

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5 An employee will not perform any duties related to an outside job during his/her regular working hours
6 or during the additional time that the responsibilities of the position require, nor will an employee use
7 any district facilities, equipment or materials in performing outside work. An employee should make his
8 immediate supervisor aware of any outside employment.

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10 When the periods of work are such that certain evenings, days or vacation periods are duty-free, the em-
11 ployee may use such off-duty time for the purposes of remuneration, provided all the following condi-
12 tions are met:

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14 1. The work in no way interferes with the degree of effectiveness of his/her work in the
15 school system;
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17 2. The work in no way reflects detrimentally upon the school system or its prestige;
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19 3. Such outside obligations do not prevent the individual from assuming duties required by
20 the regular position; and
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22 4. The individual does not receive remuneration for work which is customarily within his/
23 her regular position. (TCA 49-5-410)
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