

NONSCHOOL EMPLOYMENT BY STAFF MEMBERS

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Employees may, during the hours not required of them to fulfill their responsibilities to the Alexandria City School Board (Board), engage in other employment as long as such employment does not detract from or interfere with their employment by the Board and in compliance with Policy BBFA: School Board Members and Employees-Conflict of Interests.

An employee who is on leave from Alexandria City Public Schools (ACPS) in a paid or unpaid status, may not be employed by the Board in another capacity or by any other employer in any capacity during the period of leave except with the prior written authorization of the Superintendent or the Superintendent’s designee.

The Board does not endorse, support, or assume liability for any activity conducted by Board employees in which division students or employees participate which is not sponsored by the Board.

Adopted: March 4, 1999
Amended: May 5, 2016

Legal Ref.: 29 C.F.R. 825.216(e)
Code of Virginia, 1950, as amended, §§ 22.1-70, 22.1-78

Cross Refs.:	BBFA	School Board Members and Employees-Conflict of Interests
	GAA	Staff Time Schedules
	GAH	School Employee Conflict of Interests
	GCBE	Family and Medical Leave
	GCBEA	Leave Without Pay
	GCBEB	Military Leave and Benefits
	GCQAB	Tutoring for Pay
	GCQB	Staff Research and Publishing
	IICA	Field Trips

NONSCHOOL EMPLOYMENT BY STAFF MEMBERS

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Commented [1]: Other than where noted this is word for word the VSBA model policy.

Commented [2]: Not in model policy

An employee who is on leave from Alexandria City Public Schools (**ACPS**) in a paid or unpaid status, may not be employed by the **School Board** in another capacity or by any other employer in any capacity during the period of leave except with the prior written authorization of the ~~Superintendent or the Superintendent’s designee, Chief Human Resources Officer.~~

Commented [3]: Understanding that they can get authorization to be exempt, is this saying that if a person has a part-time job and goes on leave for any reason, they must also quit their part time job?

The **School Board** does not endorse, support, or assume liability for any activity conducted by **School Board** employees in which ~~d~~Division students or employees participate ~~which that~~ is not sponsored by the **School Board**.

Commented [4]: It’s saying if they are on leave from ACPS and have a part time job, they need authorization from from HR to work the part time job. The idea is that if you are too sick or injured to work for ACPS, why would you have the capacity to work for someone else?

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