

- 1.0 As mandated by law, certain activities involving either the misuse of district time, or property, or the exploitation of students, or former students, are prohibited. These prohibited activities are incompatible with the duties of employees of the Anaheim Union High School District.
- 2.0 Policy
 - 2.1 Except as may be expressly approved by the Board of Trustees, no employee of the Anaheim Union High School District shall engage in any employment, activity, or enterprise for compensation which is inconsistent, incompatible, in conflict with, or inimical to his or her duties as an employee. No employee shall perform any work, service, or counsel for compensation outside his or her employment with the district where any part of his or her efforts will be subject to approval by any other employee or the Board of Trustees unless otherwise approved by the Superintendent or Board of Trustees. Further, any such activities for private gain for the purpose of exploitation of students is prohibited.
 - 2.2 The Superintendent may determine, subject to the approval of the Board of Trustees, those outside activities which, for employees, are inconsistent with, incompatible to, or in conflict with their duties as employees. An employee's out- side employment, activity, or enterprise may be prohibited if it:
 - 2.2.1 Involves the use for private gain or advantage of either district time, facilities, equipment, including telephones, supplies, or employee or student records maintained by any employee of the district in the course of said employment.
 - 2.2.2 Involves the receipt or acceptance of any money or other consideration from anyone other than the district for the performance of an act which the employee, if not performing such act, would be required or expected to render in the regular course or hours of his or her employment or as part of his or her duties as an employee.
 - 2.2.3 Involves the performance of an act in other than his or her capacity as an employee which act may later be subject directly or indirectly to the control, inspection, review audit, or enforcement of any other employee or the Board of Trustee of the district.
 - 2.2.4 Involves the time demands as would render performance of his or her duties as an employee less efficient.

- 2.3 Nothing in this policy shall be deemed to prohibit authorized solicitations of pupils on school premises relative to non-partisan, charitable organizations upon approval by the Board of Trustees, superintendent, or designees, as specified by Education Code Section 51520, or relative to organizations directly under the control of school authorities.
- 2.4 Nothing in this policy shall be deemed to prohibit authorized solicitations of students by students, or authorized student body organizations, for lawful purposes within board policy.
- 2.5 Nothing in this policy shall be deemed to prohibit authorized solicitations for fund-raising projects for the benefit of the school or the student body of the school as specified in Education Code 51521.
- 2.6 Nothing in this policy shall be deemed to prohibit a proper use of school facilities during non-school hours when authorized under Civic Center Act.
- 2.7 Violation of this policy may subject the employee to disciplinary action.
- 2.8 Open dialog between employee and supervisor can promote understanding of incompatible activities.
- 2.9 Employee complaints relative to this policy shall follow the appeal process, as outlined in Policy 6213.

Legal References:

Government Code Section 1126
Education Code Section 51520
Education Code Section 51521

Board of Trustees

November 9, 1978

Reviewed: November 13, 1986

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