

CLARK COUNTY SCHOOL DISTRICT REGULATION

4250

OUTSIDE ACTIVITIES: ALL EMPLOYEES

- I. Employees shall not assume outside work or activities that will interfere with the regular duties of an employee's assignment, extracurricular duties, or overtime that may be assigned. The superintendent or designee is authorized to evaluate the impact of the outside employment or activities on the effectiveness of that employee's responsibilities to the district.
- II. Employees will not be excused to attend college or university classes or other such personal educational/training programs during the hours they are responsible for duty as required by the work assignment, extended-day activities, or overtime that may be assigned. Exceptions will be made under the following conditions:
 - A. Employees whose position within the district is such that it qualifies as a critical shortage, high needs area as determined by the associate superintendent, Human Resources Division, and is not directly related to student instruction, may be excused during the hours of assigned duty to attend a college, university, or technical career vocational school offering a specialized job-related program designed to address the components required to meet the critical demand. Participation in the program must adhere to the following criteria:
 1. Program is unique and only offered during a designated term or semester.
 2. Program must be job-related.
 3. Employees' work shifts could be flexible to accommodate attendance at an approved educational institution and still maintain supervised employment in their assigned positions with the Clark County School District.
 4. Program is subject to review by the associate superintendent or designee and approved by the superintendent and/or the associate superintendent, Human Resources Division.

- III. A licensed employee shall not receive compensation to tutor a student whom the employee instructs during regular duty hours.
 - A. Appointments for tutoring shall be arranged so that they will not interfere with curricular or extracurricular assignments.
 - B. Use of public school buildings, supplies, or equipment in conducting private tutoring assignments is prohibited.
- IV. No employee shall engage in political activities during duty hours.
- V. An employee whose position or professional status within the district is such that it qualifies the employee as an expert resource for the district shall not act as an advocate nor accept any employment, pay, nor any other remuneration and shall not provide any similar service to district clients whether directly or through an outside agency or nondistrict consultation in contradiction of the district's programs or findings.
- VI. Sunday is generally accepted as a day reserved to people for purposes of their own determination and should be considered as a day free from the demand of educational pursuits for district personnel and students.

Review Responsibility: Human Resources Division
Adopted: [4241:6/72;8/74;6/78 4242/4531/4841:6/72;8/74
4240:6/72;3/73 4530:6/72;8/74 4840:6/72;8/76
4250:10/22/81]
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Pol Gov Rev: 6/28/01; 11/30/06