

POLICY

PATERSON BOARD OF EDUCATION

TEACHING STAFF MEMBERS
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Consulting Outside the District

3211.3 CONSULTING OUTSIDE THE DISTRICT

The Board of Education recognizes that teaching staff members will have expertise and knowledge in areas that other school districts, agencies, and other entities may desire. Recognizing that the school district will request the expertise from teaching staff members from other school districts, agencies and other entities, the Board supports sharing of its teaching staff members with other school districts, agencies, and other entities to the extent it does not interfere with the efficient operation of the school district.

The Superintendent may recommend to the Board a teaching staff member's attendance in another school district, agency or other entity without additional remuneration to the teaching staff member or school district, upon a written request from the agency or from the teaching staff member.

Staff who engage in outside employment shall use good judgment when talking about the school district and shall perform in a professional manner.

1. When a staff member serves as consultant to an outside agency for no remuneration or without any intention of eventually selling services to the outside agency as a direct result of visiting that agency, the staff member shall request permission from the immediate supervisor. District level administrators, coordinators, or supervisors shall use their judgment in cooperating with other districts. Those giving permission for teaching staff to serve as consultants shall weigh the eventual benefit to our district and may require the other agency to pay substitute costs. Travel and reimbursement of out-of-pocket expenses shall not be considered remuneration.
2. When a staff member serves as a paid consultant to an outside agency, or travels to the outside agency to arrange consulting for pay, the employee shall charge said days to the leave record as a personal or vacation day.

The teaching staff member must comply with the New Jersey School Ethics Act N.J.S.A. 18A:12-21 et seq. and, if required, must comply with financial disclosure requirements of N.J.S.A. 18A:12-24 and 12-25.

N.J.S.A. 18A:12-21 et seq.

Adopted: 31 October 2002

