

NONSCHOOL EMPLOYMENT BY STAFF MEMBERS

It is the policy of the Harvard School Committee that all employees notify the Superintendent of outside employment that might involve a conflict of interest or is of such duration that it would conflict with the employees' normal responsibilities as defined by applicable conditions of employment. If there is any doubt in regards to potential conflict it is the responsibility of the employees to obtain clarification from the Superintendent prior to engaging in outside employment activities. Outside employment is defined here to include but not be limited to, performance of services by an employee for another person(s) and/or organization, or providing services as a self employed person.

This policy shall not apply to employee activities during scheduled vacation periods, provided that such activity does not result in a conflict of interest.

LEGAL REF.: M.G.L. [268A](#) et seq.

CROSS REFS.: [GBEA](#), Staff Ethics

GBEA-1, Staff Conflict of Interest

Collective Bargaining Agreements

Approved: March 9, 2009