

Adopted: 12/10/2015
Revised: 4/16/2019, 1/2022

NASHA SHKOLA POLICY No. 4.5.4 OUTSIDE EMPLOYMENT

I. PURPOSE

The purpose of this policy is to define the parameters of permissible outside employment for Nasha Shkola employees.

II. POLICY STATEMENT

It is the policy of Nasha Shkola to ensure that employees do not begin employment or self-employment that may constitute a conflict of interest.

III. OBTAINING CONSENT FOR OUTSIDE EMPLOYMENT

- A. Before commencing self-employment or accepting employment with any other entity, an employee must obtain consent from his or her supervisor.
- B. Outside employment must not:
 - 1. Create any actual or potential conflict of interest;
 - 2. Interfere with the performance of the employee's responsibilities and duties; or
 - 3. Interfere with the employee's attendance requirements.

Legal References: Minn. Stat. §124E.10 (Charter School)
Minn. R. 8700.7500 (Code of Ethics for Minnesota Teachers)

This policy does not constitute legal advice; any questions regarding this policy should be directed to your attorney.