

Descriptor Term:
NON-SCHOOL EMPLOYMENT

Descriptor Code:
7.4870

Legal References: G.S. 115C-47, -308

Cross References:

Non-school employment is regarded as employment for compensation which is not within the duties and responsibilities of the employee's regular position with the school system.

No employee shall perform any duties related to an outside job during his/her regular working hours or during the additional time that he needs to fulfill the responsibilities of the position; nor will an employee use any system facilities, equipment, or materials for performing non-school employment.

Where the periods of non-school employment for employees are such that certain evenings, days, or vacation periods are duty free, the employee may use such off-duty time for purposes of remuneration provided the following conditions are met:

1. The non-school employment in no way interferes with or controls the degree of effectiveness of his/her employment with the school system.
2. The obligations of such non-school employment do not prevent the employee from assuming emergency duties required by his/her employment with the school system.
3. The employee does not receive remuneration for work which is customarily within the duties for which the employee receives compensation from his/her employment with the school system.
4. The non-school employment is not in conflict of interest with his/her employment with the school system--for example, when the employee's position with the school system gives him/her access to information or another advantage useful to his/her non-school employer or employment.