

# **POLICY**

## **BOARD OF EDUCATION**

**NO. 3211.3**

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### **HIGH POINT REGIONAL**

Teaching Staff Members  
Consulting Outside the District  
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#### **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.

The Board of Education recognizes teaching staff members will have expertise and knowledge in areas that other school districts, public and private agencies, and private business organizations may desire to compensate as a paid consultant. The teaching staff member must normally complete any paid consulting activities on his/her own time which would include vacation days, evenings, weekends, and/or school holidays. The teaching staff member may be permitted to use compensatory time for paid consulting activities conducted during normal work hours with prior approval from the Superintendent. In the event the teaching staff member does not have compensatory time, the teaching staff member may request a leave of absence without pay. The Superintendent shall evaluate such requests in the same manner as requests for non-paid consultancies, and make a recommendation to the Board. The Board shall determine whether or not to approve the leave of absence without pay.

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.

Date Adopted: September 21, 2009  
Date Revised: