

Adopted: 01-18-2016

Revised: \_\_\_\_\_

**ROCHESTER BEACON ACADEMY- RBA**  
**POLICY No. 411**  
**OUTSIDE EMPLOYMENT**

**I. PURPOSE**

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

**II. POLICY STATEMENT**

It is the policy of RBA 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.14 (Charter Schools – Conflicts of Interest)  
Minn. R. 8710.2100 (Code of Ethics for Minnesota Teachers)

**Cross References:** Employee Ethics and Conflict of Interest Policy