



# NEW TRIER TOWNSHIP HIGH SCHOOL DISTRICT 203

Board of Education Policy 5-200

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## PERSONNEL

### TERMS AND CONDITIONS OF EMPLOYMENT AND OUTSIDE EMPLOYMENT

#### **Rights and Obligations**

New Trier Township High School District 203 teachers and other certified personnel shall be responsible to the Principal and Superintendent and shall have all the rights and obligations set forth in *The School Code of Illinois*, regulations of the Board of Education, and the current labor agreement between the Board and the Education Association.

The policy of the Board is that its certified employees be appointed, retained and promoted on the basis of efficiency, fitness and merit. Each employee is expected to give complete and faithful service; and continuation of employment shall be based on good behavior, efficiency, the necessity of work and the appropriation of sufficient funds.

#### **Outside Employment**

The employment of a teacher or other certified staff member outside of the school during the school year shall be at the discretion of the certified staff member, but any such employment must not interfere with the efficiency of the employee in the school or conflict with any school responsibility he or she may have.

When requested to do so by the parents/guardians of a student in need of assistance, the school will attempt to provide qualified teachers (who shall not be the student's classroom teacher) to serve as tutors. Such assistance should be beyond the help which could normally be expected from the regular teacher of the subject. The parents/guardians shall pay for this tutoring at an hourly rate to be agreed upon between the parent/guardian and the private tutor.

Employees engaged in outside tutoring, coaching, counseling or other professional activities such as music lessons or athletic camps/leagues shall not make use of their services an implicit or explicit requirement of participating in a New Trier High School curricular or extracurricular program.

**Adopted: 1/8/93**

**Affirmed: 4/17/2006**

**Revised: 02/18/2014**