

## Board Policy

Code No. 402.9

### **EMPLOYEE TUTORING AND OTHER BUSINESS RELATIONS WITH STUDENTS**

Employees may not solicit students or parents of students to purchase equipment, supplies, or services from the employee for his or her personal business advantage. Employees may not advertise or offer to sell products or services to students or parents of students, and should avoid such situations that may create a conflict of interest between their personal and professional interests.

Employees may not provide private tutoring, lessons, or coaching services for a fee payable to the employee to any students who are currently enrolled in classes or currently participating in activities supervised by the employee. This restriction does not apply to private music lessons provided to students where the private lessons commenced before the student was enrolled in a class or participating in an activity supervised by the employee.

Outside of work, employees may provide tutoring, private lessons, or coaching services for a fee to persons who are not current students of the employee. Employees may not provide any such services for a fee within school facilities or during regular school hours unless approved by the superintendent.

*Legal Reference:* Iowa Code §§ 20.7; 279.8 (2013).

*Cross Reference:* 401.2 Employee Conflict of Interest  
402.6 Employee Outside Employment

*Approved:* Feb. 16, 2016

*Reapproved:* July 9, 2018

*Revised:*