



Book Policy Manual
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[F.S. 1006.32](#)
[F.S. 1012.23](#)
Adopted June 21, 2022

3231 - **OUTSIDE ACTIVITIES OF STAFF**

Instructional staff members should avoid situations in which their personal interests, activities, and associations conflict with the interests of the District. If such situations threaten a staff member's effectiveness within the school system, the Superintendent and/or School Board shall evaluate the impact of such interest, activity, or association upon the instructional staff member's responsibilities.

Staff members may not dedicate work time to an outside interest, activity, or association.

Staff members shall not use school time to solicit or accept customers for private enterprises.

Staff members may not engage in business transactions on behalf of private enterprises in which s/he profit by virtue of his/her official position or authority or benefit financially from confidential information that the employee has obtained or may obtain by reason of his/her position or authority.

Pursuant to State law and Board Policy 3232, instructional staff members shall not participate in any political campaign for an elective office while on duty. Furthermore, instructional staff members shall not authorize the expenditure of public funds for a political advertisement or electioneering communication concerning an issue, referendum, or amendment, including any State question, that are subject to a vote of the electors, unless the electioneering communication is limited to factual information.

Pursuant to F.S. 106.011, "electioneering communication" shall mean any communication that is publicly distributed by a television station, radio station, cable television station, satellite system, newspaper, magazine, direct mail, or telephone. In order to qualify as an electioneering communication, the communication must also be characterized by the following:

- A. refers to or depicts a clearly identified candidate for office without expressly advocating the election or defeat of a candidate, but is susceptible to no reasonable interpretation other than an appeal or against a specific candidate;
- B. is made within thirty (30) days before a primary or special primary election or sixty (60) days before any other election for the office sought by the candidate; and
- C. is targeted to the relevant electorate in the geographic area the candidate would represent if elected.

The constitutional right to express political and other opinions as citizens is reserved to all employees.

Staff members should refrain from expressions that disrupt the efficient operation of the school and/or interfere with the maintenance of discipline by school officials.

~~Unless expressly approved by the Superintendent,~~ Staff members may not accept fees for tutoring when such tutoring is conducted during the normal work day.

Staff members may not accept fees for remedial tutoring of students currently enrolled in one (1) or more of their classes.

If the District elects to participate in the Florida Department of Education's tutoring program created through the Reading Achievement Initiative for Scholastic Education Act (F.S. 1008.365), instructional personnel and high school students serving as tutors for after-school tutoring may be provided a stipend.

In accordance with this policy, Board facilities and materials shall not be utilized for such tutoring unless such tutoring is provided as part of the District's participation in the RAISE Program.

Add

F.S. 1008.365

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