

## NONSCHOOL OUTSIDE EMPLOYMENT OF BY SCHOOL DIVISION EMPLOYEES

Employees may, during the hours not required ~~of them~~ to fulfill their responsibilities of their employment by the ~~to~~ Albemarle County School Board (“School Board”), engage in other employment as long as such employment does not detract from or interfere with their employment by ~~Albemarle County School Board~~ the School Board.

An employee who is on leave from ~~Albemarle County~~ the School Board, in a paid or unpaid status except those on leave pursuant to the Uniformed Services Employment and Reemployment Rights Act of 1994 (USERRA), may not be employed by the School Board or any other employer or organization in any capacity during the period of leave except with the prior written authorization of the Ssuperintendent/designee.

The School Board does not endorse, support, or assume liability for any activity conducted by School Board employees ~~in which division students or employees participate which is not sponsored by the School Board~~ in their outside employment with entities other than the School Board.

Adopted: July 1, 1993  
Amended: December 8, 1997, April 28, 2005; October 11, 2012; June 12, 2014  
Reviewed: July 8, 2004

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~~Legal Ref.: 29 C.F.R. 825.216(e)  
Code of Virginia, 1950, as amended, §§22.1-70, 22.1-78~~