

**Personnel
Incompatible Activities**

An officer or employee of a local agency shall not engage in any employment, activity or enterprise for compensation which is inconsistent, incompatible, in conflict with, or inimical to his/her official duties or the duties, functions or responsibilities of his/her appointing authority or employing agency.

All Charter School staff are contracted employees of the Mark West Union School District. As such, all staff must follow Mark West Union School District's Board Policy 4050 Incompatible Activities. The Superintendent of Mark West Union School District, or his/her designee, shall notice employees of the determination of prohibited activities, of disciplinary activities, and for appealing such a determination and its application to the employee. (Government Code Section 1126)

Officers of Mark West Charter School are required to abide by Mark West Charter School Board Policy 4050 Incompatible Activities as follows:

This prohibition includes, but is not limited to, the following:

1. Use of district or Mark West Charter School time, facilities, equipment, supplies, or name for private gain or advantage.
2. Employment involving time demands which would render performance of his/her duties as a local agency officer less efficient.
3. Sale or promotion, on district or Mark West Charter School property during officer's duty hours, of products or services, rental of property or products, or promotion of any academic or nonacademic enterprise in which the officer may have a pecuniary interest.
4. Submission of bids to purchase surplus district or Mark West Charter School personal property when such is offered for public sale by the district or Mark West Charter School, if the officer participated in the decision to declare the property surplus.
5. Outside activity which involves the use for private gain or advantage of the prestige or influence of the individual's position as an officer. This includes the use of information not readily available to the general public, gained in the course of district business, for private gain or advantage, or the gain or advantage of another.
6. Performance, outside of the district or Mark West Charter School, or any work service compensation where any part of his/her efforts will be subject to approval or control by any other district employee, unless reported and approved. All officers shall apprise the Board, in writing, when they are engaged or intend to engage in any activity, employment, or enterprise which could be in violation of the regulations enumerated in this Board Policy 4050.

Legal Reference:

California Government Code, Section 1125, et seq.