| **Policy 302.08: Superintendent Consulting/Outside Employment** | **Status:** ADOPTED |
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| **Original Adopted Date:** 01/17/2024 **| Revised Date:** 01/17/2024 **| Reviewed Date:** 01/17/2024 |  |

The superintendent is considered a full-time employee.  The Tri-County board expects the superintendent to give the responsibilities of the position precedence over other employment.  The superintendent may accept consulting or outside employment for pay as long as, in the judgment of the board, the work is conducted on the superintendent's personal time and it does not interfere with the performance of the superintendent's duties.  
  
The board reserves the right, however, to request that the superintendent cease the outside employment as a condition of continued employment.  The board will give the superintendent thirty days notice to cease outside employment.

| Legal Reference: | Iowa Code § 279.8, .20. |
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| **I.C. Iowa Code** | **Description** |
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| Iowa Code § 279.8 | [Directors - General Rules - Bonds of Employees](https://www.legis.iowa.gov/docs/code/279.8.pdf) |
| Iowa Code § 279.20 | [Superintendent - Term](https://www.legis.iowa.gov/docs/code/279.20.pdf) |

**Cross References**

| **Code** | **Description** |
| --- | --- |
| 302.02 | [Superintendent Contract and Contract Nonrenewal](https://simbli.eboardsolutions.com/Policy/ViewPolicy.aspx?S=36031104&revid=Qnl1Q7Ph9RISqb4gIkSNRg==) |
| 302.04 | [Superintendent Duties](https://simbli.eboardsolutions.com/Policy/ViewPolicy.aspx?S=36031104&revid=Grisfb2vgR9HslshpH2msOjaA==) |