

Board Policy

Use of Private Funds for Supplemental Employment

AR 4400

Non-District entities and individuals, and school-connected organizations shall not directly employ any individual in District schools except as specifically authorized by law and/or the Board.

(See Board Policy 1230, School- Connected Organization)

The District may accept funds from outside entities or individuals for the employment of individuals to provide services to District students under the terms and conditions identified herein.

1. Prior to the employment of any person under this policy, the District and outside entity must agree on the nature of the services to be provided, the time period for such services, and the cost of compensating any individuals employed.
2. The outside entity shall provide verification of its ability to reimburse the District for all costs of employing an individual pursuant to this policy for the time period agreed-upon.
3. No agreement between the District and outside entity to employ personnel shall be for more than one school year and a new agreement shall be required each school year. The District and/or outside agency may determine that at the end of the year employment will not continue for the following year.
4. No agreement shall exist until the Board takes action to authorize the employment of personnel pursuant to this policy.
5. The costs of employing any individual pursuant to this policy shall be within the exclusive determination of the District, subject to collective bargaining or any other legal requirements. These costs may include but not be limited to salary, fringe benefits, statutory benefits, and appropriate employment taxes.
6. Individuals employed pursuant to this policy shall be employees of the District and shall be employed pursuant to the requirements of the Education Code.
7. The District in conjunction with representatives from the outside agency will work collaboratively in the recruiting process. The District will be solely responsible for the hiring, supervising, evaluating, and terminating any individuals employed pursuant to this policy in cooperation with the school connected organization.
8. The District shall employ such persons under the terms and conditions required by law, including the Education Code, Labor Code, and other state and federal laws.
9. The District will negotiate to the extent required by law with the appropriate exclusive representative pursuant to the Educational Employment Relations Act (EERA; Government Code section 3540, *et seq.*).

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AR 4400 (b)

It is not the intent or purpose of this policy to encourage outside entities to employ individuals to supplant regular District employees, for which there is a district job classification. It is the intent of this policy to clarify how outside entities can pay for regular district employees who are working during the school day and/or activities that are serving as an extension of the school day. This policy does not apply to after school enrichment services or services not covered by a district job classification.

Policy

Adopted: September 11, 2012

CULVER CITY UNIFIED SCHOOL DISTRICT

Culver City, CA