I. Policy Statement

The Board of Education of Baltimore County’s (Board) acknowledges that a student may benefit from instructional or educational services beyond the regular school day. Possible conflicts of interest may arise when a board employee provides tutoring or educational services to a Baltimore County Public Schools (BCPS) student(s) that he/she instructs. In order to avoid such conflicts, the Board prohibits Board employees from benefiting from business with the school system and from relationships with students.

II. Definitions

A. Private Educational Services – Any service related to the educational program of a student or group of students performed for compensation by a person or entity other than the Board.

B. Privately Tutor – Any instruction performed by a board employee in exchange for any form of compensation provided by a person or entity other than the Board.

III. Prohibitions

In order to avoid a conflict of interest, a Board employee may not:

A. Privately tutor or offer private educational services to a BCPS student(s) the board employee currently instructs.

B. Use any Board resources, including but not limited to, facilities, instructional materials or equipment to privately tutor and/or to provide private educational services.

C. Privately tutor or offer private educational services to students during the duty day.

D. Use time during the duty day or use any Board resources, including but not limited to, advertising and/or promoting private educational services.
IV. Implementation

The Board directs the Superintendent to implement this policy.

Related Policies: Board of Education Policy 4100, Employee Conduct and Responsibilities
Board of Education Policy 8363, Conflict of Interest – Prohibited Conduct