Adopted: 9/14/2010
Revised: 1-9-2018

TRIO Wolf Creek Distance Learning Charter School #4095

Procedure 106

Conflict of Interest

In addition to the public conflict of interest policies that apply to school board members that are staff members, all staff members at Wolf Creek must acknowledge that they serve a unique position as a staff member in a charter school that can serve students anywhere in the state of Minnesota. It is a staff member's responsibility to acknowledge that they may be prohibited from working for another school entity in the state of Minnesota due to this conflict of interest. Working for educational programs in the state of Minnesota in any capacity may constitute working for an entity that is in direct competition to the Wolf Creek entity.

Due to the ambiguity that exists with the use of a flexible schedule, all outside employment requests must be approved by the charter school director before beginning any work with any online entity that offers classes on a tuition-free basis. All requests for a variety of schools must be submitted individually and on a per-occasion basis.

Materials such as board policies and budget items are public knowledge and sharing of these items with online colleagues and other entities is in no way prohibited, but this policy brings to the attention of all staff members that working for another school entity must be approved by the charter school director through the "outside employment commitment form" **BEFORE** any work is conducted for another school entity.

It is also noted that "outside employment commitment forms" must be completed and renewed each year, beginning on August 1 of the year, with new agreements for staff.