



PERSONNEL: General

Tutoring/Educational Services

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*

Policy

Board of Education of Baltimore County

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