

## **7.4872 STAFF TUTORING FOR PAY**

Legal References: G.S. 115C-36, -47, -308

The Board recognizes the particular level of familiarity with the FLA curriculum and instruction programs exhibited by FLA administrative, instructional, and support personnel which can be available to FLA students through individual and small-group tutoring outside the school day. For that reason, the Board allows parents who are looking for extra academic help for their children to consider hiring FLA employees.

Whenever parents engage FLA employees to provide private or group tutoring, such arrangements shall meet the following regulatory criteria:

1. Any teacher or other FLA staff member may enter into an agreement with parents for tutoring FLA students, either *pro bono* or for a fee. Teachers are **not** prohibited from tutoring students assigned to them for pay.

2. FLA employees may use FLA facilities for tutoring purposes with permission of the Principal. All such tutoring sessions must occur after the employee's professional responsibilities have been fulfilled for the day. But note that, when tutoring on the FLA campus outside the regular school day, the following restrictions apply:

- a) non-FLA students may **not** be tutored, either individually or as part of a group, on the FLA campus;
- b) FLA employees acting as tutors may not tutor individual or small groups of students alone on the FLA campus – an administrator or other FLA staff member must be on-site whenever such tutoring is taking place;
- c) the safety and well-being of the students being tutored on the FLA campus is the responsibility of the FLA employee from the time of their arrival until the time of their departure – FLA employees must stay with students until they are picked up; and
- d) building security is the responsibility of the FLA employee upon leaving.

3. Tutoring arrangements between FLA staff members and the parents of FLA students shall be set forth in some sort of written document of agreement, signed by the parent(s) and the FLA employee, outlining the scope and timeframe of the tutoring, specifying where the tutoring sessions shall take place, and specifying the fee to be paid to the employee for tutoring services by the parent(s), if any. A copy of this signed agreement shall be submitted to the Principal, who shall keep it on file.

4. FLA employees acting in the capacity of private tutors for FLA students agree to be bound by the same code of ethics and expectations for professional responsibility by which they are bound in the discharge of their official FLA duties.

5. Neither the Board nor any FLA administrators shall be involved in setting tutoring fees. Fees must be mutually agreed upon by parents and FLA staff tutors.

FLA teachers who contract with the parents of students assigned to them to tutor those students for pay are advised that it may be difficult to maintain professional objectivity in the assignment of grades and other evaluative assessments to those students. Teachers who tutor their own students for pay will therefore be subject to potentially tighter scrutiny in these and related areas by the FLA administration. Evidence of inappropriate leniency and/or favorable treatment extended to students who are being tutored by their teachers will not be tolerated; teachers found in violation of this part of this Board policy will be subject to personnel action, up to and including potential dismissal.