

3232 - Private Tutoring

The Board recognizes that from time to time, for a variety of reasons, students and their parent(s)/legal guardian(s) may desire individualized instruction that exceeds the scope of regular classroom instruction. In the interests of providing a thorough and efficient system of education for each district student, and enabling staff members to pursue private tutoring opportunities while avoiding actual and perceptual conflicts of interest, favoritism and undue influence, the following policy is hereby established:

Staff members who provide private tutoring for remuneration must conduct themselves in a manner which protects the integrity of the profession and recognizes the member's obligation to separate tutoring from their role as members of the Millburn faculty.

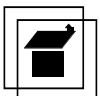
It is assumed, wherever possible within the working day, each staff member shall make every effort to assist assigned pupils in the remediation of individual learning difficulties.

To avoid placing a staff member in a position where he/she may have a conflict of interest, staff members shall not tutor, for a fee, pupils enrolled in their classes or upon whose evaluation or assignment they may be called upon to pass. Nor shall any employee of the board make a commitment to perform services for extra pay when he/she has been instrumental in recommending the need for those services.

Staff members shall not tutor any pupil for pay during regular working hours or on school premises.

Staff members who do engage in private tutoring for remuneration shall follow these procedures:

1. Staff members who desire to tutor a Millburn public school student for a fee must first seek permission from the building principal in every school in which the staff member works. The building principal will maintain a list of staff members and the Millburn public school students they have received permission to tutor. Should permission to tutor be denied, the staff member may file an appeal with the Superintendent of Schools whose decision shall be final.



2. The Board of Education recognizes there are certain subjects or activities (e.g., music, art and athletics) that due to their nature involve “private lessons” after school hours rather than traditional academic tutoring arrangements. A staff member may apply to his/her principal for permission to conduct such “private lessons” with Millburn public school students in the same manner as permission is sought for tutoring and such private lessons are subject to the same constraints and restrictions as is tutoring.

Revised & Adopted: 12 November 2012

