

Policy Information

Series 4000 - Personnel

Private Practice and Tutorial Work

Policy # 4118

It is expected that teachers, school psychologists, social workers, guidance counselors and other professional staff of the Lakeland Central School District might engage in private tutorial, private counseling or other activities and services during non-work hours as the same could be of benefit to children and an opportunity for individual professional growth on the part of the teacher and other professional staff.

In accordance with Policy No. 4116.14, school district employees shall not engage in personal enterprise or activities for private gain during working hours or at any time use School District property, facilities or personnel for such purposes. Therefore, the Board prohibits teachers, school psychologists, social workers, guidance counselors and other staff members from soliciting private tutorial work, private counseling services, or other such activities and services, and making recommendations of specific individuals to parents/guardians of students for private tutors, private counselors or other such activities and services during working hours or on School District property.

Teachers

Understanding the special relationship which exists between teachers and students, particularly those in the teacher's classes, and recognizing the potential for conflict between the teacher's responsibilities and obligations to the District and to District students who are tutored outside of school, it is the policy of the District that teachers not engage in private tutorial work for compensation with students who are currently educated within the teacher's classes.

School Psychologists, Social Workers, Guidance Counselors and Other Professional Staff

Recognizing the special relationship which exists between school psychologists, social workers, guidance counselors and other professional staff and students in the District and the potential for conflict between a professional staff member's responsibilities and obligations to the District and to District students who receive private services outside of school, it is the policy of the District that school psychologists, social workers, guidance counselors and other professional staff not engage in private counseling services or other such activities for compensation with students who are educated in the District.

Notwithstanding the above, upon the recommendation of the Director of Pupil Personnel Services, and the approval of the Superintendent, the following professional relationships may be permitted:

- where a District student is a prior patient/client of the professional staff member and is returning to treatment; or
- where a professional staff member is new to the District and a District student is a prior patient/client of such individual

It is also the policy of the District that teachers, school psychologists, social workers, guidance counselors and other professional staff not invite District students into their homes or provide tutoring, counseling services or other such activities to students in the student's home when no other responsible adult is present.

Staff members are expected to exercise good professional judgment in all situations in order to avoid any appearance of impropriety or a conflict of interest with regard to the students and other staff members. Staff members are also expected to work cooperatively with the District staff in order to avoid situations that are adversarial and inconsistent with the District's philosophy and pedagogy.

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