



Endeavor Hall

LEA Relationship to Activities Involving Educators Policy

1. Purpose

- 1.1. This policy outlines Endeavor Hall's expectations and procedures for governing the relationship between the Local Education Agency (LEA) and activities involving educators that fall outside of their contractual employment. It ensures ethical boundaries, transparency, and safeguards against conflicts of interest in alignment with Utah Administrative Code [R277-107-3](#)(3) through (6).

2. Definitions

- 2.1. Educator: An individual licensed or required to hold a license under Title 53E, Chapter 6, including paraprofessionals, teachers, and administrators.
- 2.2. LEA: Local Education Agency, in this case, Endeavor Hall.
- 2.3. Outside Employment or Activity: Any professional service or business endeavor unrelated to the educator's duties for Endeavor Hall.

3. Guidelines for Participation in Outside Activities [\(R277-107-3\(3\)\)](#)

- 3.1. Educators may participate in outside employment, including providing paid services, tutoring, or consulting, provided the following:
 - 3.1.1. The activity does not interfere with the educator's contracted responsibilities.
 - 3.1.2. The activity does not occur during contract hours unless approved leave is taken.
 - 3.1.3. No LEA resources (including space, supplies, data, student information, or technology) are used.
 - 3.1.4. The educator shall make clear that such services are not affiliated with Endeavor Hall.

4. Use of LEA Name and Relationships [\(R277-107-3\(4\)\)](#)

- 4.1. Educators shall not:
 - 4.1.1. Use the name or logo of Endeavor Hall in promoting external services or activities.
 - 4.1.2. Imply or represent that the LEA endorses any outside services.



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- 4.1.3. Leverage their LEA role to gain clients or an advantage in a non-LEA activity.

5. Conditions for Participation in Compensation-based Activities [\(R277-107-3\(5\)\)](#)

- 5.1. Prior written approval from the Executive Director is required for any compensated activity with organizations or vendors that:
 - 5.1.1. Have or are seeking contracts or business relationships with the school.
 - 5.1.2. Provide professional development, curriculum, or services to Endeavor Hall educators.
- 5.2. A written disclosure of potential conflicts must be submitted and reviewed annually or upon a change of outside employment status.

6. Employment by an External Entity Under LEA Contract [\(R277-107-3\(6\)\)](#)

- 6.1. The LEA must maintain oversight of the services rendered.
- 6.2. The educator must remain compliant with FERPA and school confidentiality policies.
- 6.3. Endeavor Hall reserves the right to review contracts and require training or reporting to prevent conflicts of interest or policy violations.

7. Enforcement and Violations

- 7.1. Violations of this policy may result in:
 - 7.1.1. Disciplinary action, up to and including termination.
 - 7.1.2. Reporting to the Utah State Board of Education for potential licensing review.
- 7.2. Any suspected violations should be reported to the Director for immediate review.

8. Review and Amendments

- 8.1. This policy shall be reviewed annually by the Board and updated to maintain alignment with Utah Administrative Code and State Board guidelines