Board Policy Updates
February 9th, 2026

Update 21.02 *NEW* (Policy 4003, Conditions of Employment)

(See bolded language for clarification of the word "conflict" below):

School District employees are prohibited from simultaneously working for another entity when that outside employment **interferes with, compromises, or is incompatible with** their employment with the School District. Whether a conflict exists is within the discretion of the School District.

A conflict includes, but is not limited to, circumstances in which outside employment:

- overlaps with the employee's assigned work hours or responsibilities for the School District;
- negatively affects job performance, attendance, or availability;
- involves the misuse or abuse of School District time, resources, equipment, or confidential information; or
- occurs during a leave of absence from the School District.

Moonlighting that conflicts with employment for the School District may result in discipline, up to and including termination.

Update 20.01 (Policy 4003, *NEW* Employee Salary Schedules)

Recommendation to selection Option #2.

OPTION 2

Employee Salary Schedules **Pursuant to Michigan law, all employees must be paid pursuant to a normal salary schedule. For those employees that are not part of a collective bargaining unit with a contract that provides normal salary schedules, normal salary schedules will be implemented by the District setting out base pay for each job classification. Job classifications for non-bargaining unit employees are to be determined by the Superintendent. The Superintendent is delegated the authority to create and implement normal salary schedules for all non-bargaining unit employees (except for the Superintendent), but such salary schedules must be provided to the Board of Education prior to implementation. The normal salary schedule for the Superintendent must be presented to the Board of Education for approval on a yearly basis.**

Administrative Regulations:

Personnel 4000 AR (21.024)

Remove the words “such as” in the last sentence.