

TUTORING FOR PAY (effective 2/1/20)

Private tutoring is the provision of private instruction or assistance to an individual or group for which the employee receives payment other than through the school district.

Students are entitled to reasonable assistance both in and outside of class times without charge from their current teachers. Teachers will make themselves regularly available to provide extra help to current students.

ABRSD employees are responsible to follow the conflict of interest guidance. The Massachusetts Ethics commission has a helpful [FAQ](#) available to provide specific guidance as it relates to tutoring and other areas of potential conflict. The conflict of interest laws [M.G.L. Chapter 268A](#) specifies the following regarding school employees tutoring:

- An ABRSD employee, whether full or part-time, shall not be permitted to receive compensation for privately tutoring one of his/her current students.
- If a student may be a future student of an ABRSD employee, the employee may tutor the student if they have filled out the disclosure [form](#) and submitted it to Human Resources.
- Employees who act in a supervisory capacity shall not tutor ABRSD students within the subject or program area which they supervise.
- ABRSD teachers regularly provide extra help to their students. Drop in centers, staffed by teachers, are available free of charge to students in grades 7-12. Teachers may recommend these and other supports to students and families. However, to avoid putting an undue financial burden on families, teachers will not recommend private paid tutoring services.
- School facilities may not be used for private tutoring.
- School materials, other than those brought by students, may not be used for private tutoring by a school employee. Staff may not use school resources, including school email, to support private tutoring (e.g. copier, supplies, etc.).
- During the course of their regular employment, school employees may not advertise or solicit tutoring services in any way. Employees may not tell students or parents that they are available for tutoring services, or advertise tutoring services using school resources, including school email. Staff members may not recommend specific tutors.
- If the district needs to hire an employee to tutor a student, this is not considered private tutoring, and this is not subject to the rules above. Tutoring paid for by the district will be allowed as long as the tutoring rate is specified in the teachers' contract or the support

staff contract, whichever is applicable to the employee.

Legal Reference: M.G.L. [268A](#); Mass. Ethics Commission [FAQs](#) for Public School Teachers

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