

SECTION: EMPLOYEES

TITLE: OUTSIDE ACTIVITIES

ADOPTED:

REVISED: January 19, 2016

# DEER LAKES SCHOOL DISTRICT

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| <b>319. OUTSIDE ACTIVITIES</b>                |  |
| <p>1. <b>Authority</b></p> <p>SC 510</p>      | <p><b>The Board recognizes that</b> administrative, professional and classified <b>employees</b> have the right to <b>private lives</b> and <b>associations with others outside of school</b>. <b>However, the Board has a responsibility to evaluate</b> employees' effectiveness in <b>discharging assigned duties and responsibilities</b>.</p> <p><b>Therefore, when nonschool activities</b> directly impact upon an employee's <b>effectiveness within the school</b> district, <b>the Board reserves the right to evaluate the effect of such activities on</b> the individual's completion of <b>responsibilities and assignments</b>.</p> <p><b>The Board does not endorse, support, nor assume liability for any district staff member who conducts nonschool, outside activities in which district students or employees may participate.</b></p>                         |
| <p>2. <b>Delegation of Responsibility</b></p> | <p><b>The Superintendent</b> or designee <b>shall</b> disseminate this policy and administrative regulations so that employees <b>may avoid situations in which personal interests, activities, and associations may conflict with the interests of the district</b>.</p>  |
| <p>3. <b>Guidelines</b></p>                   | <p><b>The following guidelines are provided for the direction of all employees:</b></p> <ol style="list-style-type: none"> <li>1. <b>Do not utilize school material for personal gain. Copyrights to materials or equipment developed, processed, or tested by district employees when performing assigned activities in fulfillment of the terms of employment reside with and may be claimed by the district.</b></li> <li>2. <b>Do not use school property or school time to solicit or accept customers for private enterprises.</b></li> <li>3. <b>Do not use school time for outside activities when there is no valid reason to be excused from assigned duties.</b></li> <li>4. <b>Refrain from making public statements about private associations or interests during school hours, if such remarks are likely to violate community standards of propriety.</b></li> </ol> |

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5. Refrain from making public statements that are inconsistent with district policies and that could serve to harm the effectiveness of district programs.

References:

School Code – 24 P.S. Sec. 510