

# SHALER AREA SCHOOL DISTRICT

POLICY 519

SECTION: CLASSIFIED EMPLOYEES  
TITLE: OUTSIDE ACTIVITIES  
ADOPTED: February 18, 1998  
REVISED:

## 519. OUTSIDE ACTIVITIES

1. Purpose           The Board recognizes that employees must enjoy private lives and may associate with others outside of school for political, economic, religious or cultural or personal reasons. The Board and its supervisory staff, however, have a responsibility to evaluate employees in terms of their faithfulness to, and effectiveness in discharging school duties and responsibilities.
2. Authority        Therefore, when non-school activities threaten an employee's effectiveness within the school system, the Board reserves the right to evaluate the impact of such upon the employee's responsibilities to the district.
3. Delegation of Responsibility   The Board directs the Superintendent to promulgate guidelines so that classified employees may avoid situations in which their personal interests, activities, and associations may conflict with the interests of the district.
4. Guidelines        The following guidelines are provided for the guidance of classified employees:
  1. Do not use school property or school time to solicit or accept customers for private enterprises.
  2. Do not use job time for outside activities when there is no valid reason to be excused from assigned duties.
  3. Do not engage in political activities during assigned hours of employment.

4. Refrain from expressions regarding district policies or procedures that would disrupt harmony among co-workers or interfere with the maintenance of discipline by school officials.