NESHANNOCK TOWNSHIP SCHOOL DISTRICT

SECTION: CLASSIFIED EMPLOYEES

TITLE: OUTSIDE ACTIVITIES

ADOPTED: September 11, 2003

REVISED:

519. OUTSIDE ACTIVITIES

1. Purpose	The Board recognizes that classified employees do enjoy private lives and may associate with others outside of school for political, economic, religious, cultural or personal reasons. However, the Board and its supervisory staff have a responsibility to evaluate employees in terms of their effectiveness in discharging assigned duties and responsibilities.
2. Authority	Therefore, when nonschool activities impact upon a staff member's effectiveness within the school system, the Board reserves the right to evaluate the effect of such activities upon the individual's completion of responsibilities to the district.
3. Delegation of Responsibility	The Superintendent or designee shall disseminate 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 direction 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. Do not make public statements regarding district policies or procedures that would disrupt harmony among co-workers or interfere with the maintenance of discipline by school officials. 5. Do not make public statements about private associations or interests during work hours if such remarks are likely to violate district standards of propriety.