

Palmyra Area School District

SECTION: CLASSIFIED EMPLOYEES

TITLE: OUTSIDE ACTIVITIES

ADOPTED: November 9, 1995

REVISED:

	519. OUTSIDE ACTIVITIES
1. Purpose	<p>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. Therefore, when nonschool activities threaten an employees' effectiveness within the school system, the Board reserves the right to evaluate the impact of such upon the employee's responsibilities to the district.</p>
2. Delegation of Responsibility	<p>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.</p>
3. Guidelines	<p>The following guidelines are provided for the guidance of classified employees:</p> <ol style="list-style-type: none">1. Do not utilize school material for personal gain. Copyrights to materials or equipment developed, processed, or tested by district employees in the performance of district activities in fulfillment of the terms of their employment, reside with and may be claimed by the district.2. Do not use school property or school time to solicit or accept customers for private enterprises. The Board does not endorse, support nor assume liability for any staff member from this school district who conducts nonschool outside activities in which students and employees of this district may participate.3. Do not use school time for outside activities when there is no valid reason to be excused from assigned duties.
